Criteria 5- Student Support and Progression

Key Indicator 5.2.1

5.2.1 Percentage of placement of outgoing students and student progressing to higher education during last 5 years

Index

Sr. No.	Particular	Page No.
1	Percentage of placement of outgoing students and students progressing to higher education during the last five years	2
2	Percentage of placement of outgoing students and student progressing to higher education during 2020-21	3
3	Offer Letter during 2020-21	21
4	Percentage of placement of outgoing students and student progressing to higher education during 2021-22	102
5	Offer Letter during 2021-22	126
6	Percentage of placement of outgoing students and student progressing to higher education during 2022-23	220
7	Offer Letter during 2022-23	242

Percentage of placement of outgoing students and student progressing to higher education during last 5 years

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

Year	2018-19	2019-20	2020-21	2021-22	2022-23
Number	-	-	169	213	186

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

Year	2018-19	2019-20	2020-21	2021-22	2022-23
Number	-	-	260	316	289

$$\text{Percentage} = \frac{\text{Total number of outgoing students placed and progressed to higher education during the last five years}}{\text{Total number of outgoing students year wise during the last five years}} \times 100$$

Year	2018-19	2019-20	2020-21	2021-22	2022-23
Number	-	-	169	213	186
Out of	-	-	260	316	289
Percent	-	-	65 %	67.40 %	64.5 %
Average Percentage	65.66 %				

Shri Vile Parle Kelavani Mandal's Institute of Technology DHULE

Principal
SVKM's Institute of Technology, Dhule

Criteria 5- Student Support and Progression

Key Indicator 5.2.1

5.2.1 Percentage of placement of outgoing students and student progressing to higher education during the year 2020-21

Academic Year 2020-21

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2021	Sonawane Chetan Prabhakar	Civil Engineering	2021	eClinical Works India Pvt. Ltd. Taharabad, New plot, Taluka Satana,Nashik, Maharashtra-423302	450000
2	2021	Dhiraj Chaudhari	Civil Engineering	2021	Tata Consultancy Services Peepupl Park, Technopark Campus, Karivattom P. O. Thiruvanathapuram- 695581, Kerala, India Tel: +914716629400	336877
3	2021	Kalpesh Sonawane	Civil Engineering	2021	TECHNOGEM CONSULTANT Office No. B-803, 8th Floor, B- Wing, Lodha Supremus-II, Thane West, Mumbai, Maharashtra 400604	222192
4	2021	Prasad Bhamare	Civil Engineering	2021	Parchure Engineers Private Limited Office No. 502 Shriniwas Building, 5th Floor,Erandwane Co-Op. Hsg. Society Erandwane Near Shama Prasad Mukherjee Garden, Kothrud, Pune	252000
5	2021	Bhakti Bhadane	Civil Engineering	2021	Infosys Limited, Gate 4, Building 12, Phase 1, Electronic City, Hosur Road, Bengaluru, Karnataka 560100	300000
6	2021	Mayuri Shashikant Patil	Civil Engineering	2021	Tata Consultancy Services Peepupl Park, Technopark Campus, Karivattom P. O. Thiruvanathapuram- 695581, Kerala, India Tel: +914716629400	336877
7	2021	Himanshu Manoj Nashikkar	Civil Engineering	2021	Tata Consultancy Services Peepupl Park, Technopark Campus, Karivattom P. O. Thiruvanathapuram- 695581, Kerala, India Tel: +914716629400	336877
8	2021	Kunal Shrikhande	Civil Engineering	2021	Here Technologoes Unit No. 1, 3rd Office Level Building No. 4 Serene Properties SEZ Mindspace, Navi Mumbai, Maharashtra 400708	144000
9	2021	Borse Ratnadip Devidas	Civil Engineering	2021	NCV Construction Nikita Vaidya, "Shivleela"Shrirang Colony , Pimple Road,Aamalner ,425401	150000
10	2021	Borse Shubham Jagdish	Civil Engineering	2021	Manomay InfrastructurreShop No 3 , Dream Corner Apartment,W.B.Road,Deopur,Dhule 424002	180000
11	2021	Chaudhari Krishna Pravin	Civil Engineering	2021	Manomay InfrastructurreShop No 3 , Dream Corner Apartment,W.B.Road,Deopur,Dhule 424002	180000
12	2021	Kakuste Manish Amrut	Civil Engineering	2021	Swami Telenet & Constructions1255,Agra Road,Near Gandhi Statue,Dhule ,424001	150000
13	2021	Mali Yash Bhaskar	Civil Engineering	2021	NCV Construction Nikita Vaidya, "Shivleela"Shrirang Colony , Pimple Road,Aamalner ,425401	150000
14	2021	More Chetan Hansraj	Civil Engineering	2021	Manomay InfrastructurreShop No 3 , Dream Corner Apartment,W.B.Road,Deopur,Dhule 424002	180000
15	2021	Nevadkar Uday Shamkant	Civil Engineering	2021	Swami Telenet & Constructions1255,Agra Road,Near Gandhi Statue,Dhule ,424001	150000

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary 2020-21

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
16	2021	Patil Amol Sunil	Civil Engineering	2021	Manomay InfrastructurreShop No 3 , Dream Corner Apartment,W.B.Road,Deopur,Dhule 424002	180000
17	2021	Patil Pritam Sham	Civil Engineering	2021	Manomay InfrastructurreShop No 3 , Dream Corner Apartment,W.B.Road,Deopur,Dhule 424002	180000
18	2021	Sonwane Dhananjay Rajendra	Civil Engineering	2021	Manomay InfrastructurreShop No 3 , Dream Corner Apartment,W.B.Road,Deopur,Dhule 424002	180000
19	2021	Yadav Sachin Alguram	Civil Engineering	2021	NCV Construction Nikita Vaidya, "Shivleela"Shrirang Colony , Pimple Road,Aamalner ,425401	150000

Mr. Yogesh Bafna/Mr. Deepak Singh Baghel
TPO Department of Civil Engineering

Mr. Karan Sharma
TPO SVKM IOT

Shri Vile Parle Kelavani Mandal's DHULE Institute of Technology

Principal
SVKM's Institute of Technology,Dhule

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary 2020-21

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2021	Agrawal Saurabh Sanjay	Computer Engineering	2021	Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND	350004
2	2021	Agrawal Saurabh Sanjay	Computer Engineering	2021	Mindtree RVCE Post, Mysore Road Bangalore 5600059 T: +918067064000	312000
3	2021	Ansari Muhammad Saleem	Computer Engineering	2021	Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND	350004
5	2021	Ashvin Upadhyay	Computer Engineering	2021	Cognizant 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai- 600097	401988
6	2021	Baviskar Krushnna Hemraj	Computer Engineering	2021	Logic Monitor	700000
7	2022	Bhadak Siddheshwar Pravin	Computer Engineering	2021	Mindtree RVCE Post, Mysore Road Bangalore 5600059 T: +918067064000	400008
8	2021	Bhamare Yash Suresh	Computer Engineering	2021	Capgemini Rajiv Gandhi Infotech Park, Plot No. 14, Phase III MIDC SEZ, Village Man, Taluka Mulshi Haveli Hinzwadi, Pune- 411057 Tel: 18002674001	380000
9	2021	Borase Divya Devesh	Computer Engineering	2021	vTech Solutions, Inc 4th Floor, B Block, Signet Plaza, Krunal Cross Road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975 4th Floor, B Block, Signet Plaza, Krunal Cross Road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	270000
10	2021	Borase Divya Devesh	Computer Engineering	2021	Capgemini, IT 1, IT 2, Airol MIDC, Thane- Belapur Road,Navi Mumbai, 400708, Maharashtra India. Tel: +912271444283	380000
11	2020	Borase Divya Devesh	Computer Engineering	2021	SkillSanta Interviewmiles Pvt Ltd, 1st Floor, NR Tower, 17th Cross Road, 19th Main Rd, Sector 4, HSR Layout, N R Tower, Workshaala Spaces, Bangalore, Karnataka Pin: 560102	264000
12	2021	Brahamankar Vipul Shrikant	Computer Engineering	2021	Tata Consultancy Services, Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India Tel: 912066087777 Fax: 912066087107	700022
13	2021	Chaudhari Komal Krushna	Computer Engineering	2021	Capgemini, IT 1, IT 2, Airol MIDC, Thane- Belapur Road,Navi Mumbai, 400708, Maharashtra India. Tel: +912271444283	380000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
14	2021	Chaudhari Sayali Arvind	Computer Engineering	2021	Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND	350004
15	2021	Chaudhari Sayali Arvind	Computer Engineering	2021	Fidelity Information Services India Private Ltd Regd. Office: S-405 (LGF), Greater Kailash Part II, New Delhi 110048	500000
16	2021	Chaudhari Shubham Sanjay	Computer Engineering	2021	Tata Consultancy Services, Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India Tel: 912066087777 Fax: 912066087107	336877
17	2021	Choadhary Harsh Mahendra	Computer Engineering	2021	CORNERSTONE PVT LTD PUNE Donear House, 6th Floor, Plot No. 49/50, Road #1, Andheri E, Mumbai- 400093, India, Tel: +91(022)-61035400	264000
18	2021	Deore Gunjan Milind	Computer Engineering	2021	Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND	350004
19	2021	Deore Gunjan Milind	Computer Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
20	2020	Deore Gunjan Milind	Computer Engineering	2021	Reveation Labs Pvt. Ltd 18th Floor, westgate makarba, Ahmedabad, India 380051 Tel: +919913906488	300000
22	2023	Deore Saurabh Pradeep	Computer Engineering	2021	DIABSOLUTE INC CANDA 3rd floor, R.H. Plaza, No. 3, 100 feet ring road, Ejipura, near Marks & Spencers, Koramangala, Bengaluru, Karnataka 560034 Tel: +919900755990	715000
23	2021	Deshmukh Tilesh Ravindra	Computer Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
24	2021	Gawali Yogesh Satwaji	Computer Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
25	2021	Gayatri Rajendra More	Computer Engineering	2021	Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND	350004
26	2021	Gayatri Rajendra More	Computer Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
27	2021	Gupta Sankalp Sushil	Computer Engineering	2021	Fidelity Information Services India Private Ltd Regd. Office: S-405 (LGF), Greater Kailash Part II, New Delhi 110048	500000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
28	2022	Jadhav Jayesh Pramod	Computer Engineering	2021	Bristlecon India Pvt Ltd	425000
29	2021	Jadhav Revati Kundanrao	Computer Engineering	2021	Capgemini, IT 1, IT 2, Airol MIDC, Thane- Belapur Road,Navi Mumbai, 400708, Maharashtra India. Tel: +912271444283	380000
30	2021	Joshi Varsha Sharad	Computer Engineering	2021	Capgemini IT 1, IT 2, Airol MIDC, Thane- Belapur Road, Navi Mumbai, 400708, Maharashtra India. Tel: +912271444283| Fax: +912271412121 www.capgemini.com/in-en	380000
31	2021	Joshi Varsha Sharad	Computer Engineering	2021	Sankey Business Solutions, Sankey Business Solutions. 901, Lodha Supremus-II, Thane 400604	300000
32	2021	Ketan Subhash Mahajan	Computer Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road. Okkiam Thoraipakkam, Chennai - 600 097	401988
33	2021	Khedkar Mohini Narendra	Computer Engineering	2021	Tata Consultancy Services, Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India Tel: 912066087777 Fax: 912066087107	336877
34	2021	Khushboo Kiran Chaudhari	Computer Engineering	2021	Accenture Building B1, B2, B3, Tower 5 Level, Mundhwa Road, Magaratta City- Hadapsar, Pune-411028	450000
35	2021	Kulkarni Ashwini Sadanand	Computer Engineering	2021	Infosys Limited 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
36	2021	Kulkarni Ashwini Sadanand	Computer Engineering	2021	Sankey Business Solutions, Sankey Business Solutions, 901, Lodha Supremus-II, Thane 400604	300000
37	2021	Kulkarni Sneha Harishchandra	Computer Engineering	2021	Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND	350004
38	2021	Mahale Pooja Subhash	Computer Engineering	2021	HCL Nagpur B-39, Sector 1, NOIDA 201 301, UP, India Tel: +911204024700, 3337000	275000
39	2021	Masare Yogita Rajiv	Computer Engineering	2021	vTech Solutions. Inc 4th Floor, B Block, Signet Plaza, Krunal Cross Road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975 4th Floor, B Block, Signet Plaza, Krunal Cross Road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	270000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
40	2021	More Pradnya Hitendra	Computer Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
41	2021	More Pradnya Hitendra	Computer Engineering	2021	Tata Consultancy Services, Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India Tel: 912066087777 Fax: 912066087107	336877
42	2021	Neha Dipak Pagar	Computer Engineering	2021	iNode Software Co. Pune 508, Nyati Emporius, Mumbai-Banglore Highway, Near Orchid Hotel, Baner, Pune-45	200000
43	2021	Patil Dipali Bhikan	Computer Engineering	2021	Atos Mondeal Heights, Amnex Infotechnologies Pvt. Ltd Wing-B,1201/1202/1301, Sarkhej - Gandhinagar Hwy, Ahmedabad, Gujarat 380054	340000
44	2022	Patil Juhi Sunil	Computer Engineering	2021	TCS Building 1A Ecospace Plot- II F/12, New Town, Rajarhat, Kolkata - 700156, West Bengal, India. Tel: 913366881000	336877
45	2021	Patil Manish Sunil	Computer Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
46	2021	Patil Manish Sunil	Computer Engineering	2021	vTech Solutions Inc 4th Floor, B Block, Signet Plaza, Krunal Cross Road, B/H Iskon Heights, Goni, Vadodara-21, +918460808975	270000
47	2021	Patil Pratiksha Madhavrao	Computer Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
48	2021	Patil Shital Prabhakar	Computer Engineering	2021	Narmadatech Solution Pvt. Ltd, 307, 3rd Floor Satguru Parinay Near Pakiza A.B. Road Indore (M.P). India	144000
49	2021	Pawar Harshada Vilas	Computer Engineering	2021	Tata Consultancy Services, Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India Tel: 912066087777 Fax: 912066087107	336877
50	2021	Pawar Harshada Vilas	Computer Engineering	2021	Narmadatech Solution Pvt. Ltd, 307, 3rd Floor Satguru Parinay Near Pakiza A.B. Road Indore (M.P). India	180000
51	2021	Popali Poornima Manoj	Computer Engineering	2021	Skilling You (A brand of Flambeau Education Pvt. Ltd.)	200000
52	2021	Priyanka Shashikant Borse	Computer Engineering	2021	Capgemini IT 1, IT 2, Airol MIDC, Thane- Belapur Road, Navi Mumbai, 400708, Maharashtra India. Tel: +912271444283| Fax: +912271412121 www.capgemini.com/in-en	380000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
53	2021	Purnansh Billore	Computer Engineering	2021	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
54	2021	Rewa Desale	Computer Engineering	2021	Accenture Building B1, B2, B3, Tower 5 Level, Mundhwa Road, Magaratta City- Hadapsar, Pune-411028	450000
55	2021	Rewa Desale	Computer Engineering	2021	Tata Consultancy Services, Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India Tel: 912066087777 Fax: 912066087107	336877
56	2022	Rohan Jain	Computer Engineering	2021	Dassault Systems Plot No. 15B | Pune Infotech Park | M.I.D.C. | Phase-1, Hinjewadi | Taluka Mulshi | Pune MH 411 057 | India | Tel. no.: +91 (20) 6793 6600 | Fax no.: +91 (20) 6675 0827	900000
57	2021	Rohit Vasudeo Patil	Computer Engineering	2021	Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND	350004
58	2021	Sharma Nitesh Harishankar	Computer Engineering	2021	Skilling You (A brand of Flambeau Education Pvt. Ltd.)	200000
59	2021	Shinde Rutika Girish	Computer Engineering	2021	vTech Solutions Inc 4th Floor, B Block, Signet Plaza, Krunal Cross Road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	270000
60	2021	Shweta Ajit Wagh	Computer Engineering	2021	Skilling You (A brand of Flambeau Education Pvt. Ltd.)	200000
61	2021	Shweta Virendra Pawar	Computer Engineering	2021	Accenture Building B1, B2, B3, Tower 5 Level, Mundhwa Road, Magaratta City- Hadapsar, Pune-411028	450000
62	2021	Sneha Rajendra Chaudhari	Computer Engineering	2021	Narmadatech Solution Pvt. Ltd, 307, 3rd Floor Satguru Parinay Near Pakiza A.B. Road Indore (M.P). India	180000
63	2022	Swati Vinodkumar Chaudhari	Computer Engineering	2021	Tata Consultancy Services Deccanpart, No 1 Software Units Layout, Madhapur, Hyderabad 500081 India Tel: 914066672000	336877
64	2021	Varun Suryawanshi	Computer Engineering	2021	Byju's, Think and Learn Pvt. Ltd, IBC Knowledge Park, 4/1, 2nd Floor, Tower D, Bengaluru - 560029 , Karnataka	1000000
65	2021	Varun Suryawanshi	Computer Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
66	2021	Vispute Payal Hemant	Computer Engineering	2021	Narmadatech Solution Pvt. Ltd, 307, 3rd Floor Satguru Parinay Near Pakiza A.B. Road Indore (M.P). India	144000

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary 2020-21

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
67	2021	Chaudhari Sanket Kishor	Computer Engineering	2021	Visteon Technical And Services Center JR87+4MP, MIDC Pimpri, Service Rd, Pimpri Colony, Pimpri-Chinchwad, Maharashtra 411018, Phone: 020 3997 1200	100000
68	2022	Modi Poojan Sanjay	Computer Engineering	2021	Insignia, Pune Wadia College Complex, Bund Garden Rd, Bund Garden, Sangamvadi, Pune, Maharashtra 411001	3 00000
69	2021	Patil Arati Dhanaraj	Computer Engineering	2021	Tata Consultancy Services Deccanpart, No 1 Software Units Layout, Madhapur, Hyderabad 500081 India Tel: 914066672000	336000
70	2021	Pawar Pranali Kailas	Computer Engineering	2021	Infosys Limited 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	335000
71	2022	Rutu Patil	Computer Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	4,01,988
72	2021	Tejal Sanjay Patil	Computer Engineering	2021	Jaro Toppscholars Pvt. Ltd. 1th, Vikas Centre, CG Rd, opposite Golf Club, Wadavli, Vasant Vihar Complex, Chembur, Mumbai, Maharashtra 400074, Phone: 022 2520 5763	120000

Ms. Vijayalaxmi Bittal
TPO Department of Computer Engineering

Mr. Karan Sharma
TPO SVKM IOT

Shri Vile Parle Kelavani Mandal's DHULE Institute of Technology

Principal
SVKM's Institute of Technology, Dhule

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary 2020-21

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2021	Suryawanshi Mayur Kailas	Electrical Engineering	2021	Capgemini Technology Services India Limited, IT 1, IT 2, Airol MIDC, Thane - Belapur Road, Navi mumbai 400708, Maharashtra	380000
2	2021	Patil Rohit Rajendra	Electrical Engineering	2021	CLOVER INFOTECH, Clover Centrum No. 5, Galaxy Society 245 Boat Club Road, Pune – 411001, Maharashtra, India	264000
3	2021	Sonawane Rushikesh Shamkant	Electrical Engineering	2021	Capgemini Technology Services India Limited, IT 1, IT 2, Airol MIDC, Thane - Belapur Road, Navi mumbai 400708, Maharashtra	380000
4	2021	Bhanushali Piyush Mahendra	Electrical Engineering	2021	Smart Homes, Flat No2, Plot no 5, Behind ABIL House, Yashwant Ghadge Nagar Rd, Yashwant nagar, Ashok Nagar, Pune	180000
5	2022	Patil Punam Vikas	Electrical Engineering	2021	Tata Consultancy Services Vibuti Khand Gomati nagar Lucknow 226010	3,36,877
6	2021	Kothawade Gauravkumar Ramkrishna	Electrical Engineering	2021	Dhoot Transmission Pvt Ltd, Plot No B-2, Indo Space Logistics Parks, 104, Polivakkam Village, Thiruvallur- Sriperumbudur Main Road, Thiruvallur- 602002, Tamil Nadu, INDIA Mob-8939849536	120000
7	2021	Sonawane Santosh Babulal	Electrical Engineering	2021	Qualitykiosk Technologies Pvt. Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	225730
8	2022	Deore Pratiksha Bhagwan	Electrical Engineering	2021	Capgemini Technology Services India Limited, IT 1, IT 2, Airol MIDC, Thane - Belapur Road, Navi mumbai 400708, Maharashtra	4,00,000
9	2021	Borse Piyush Manoj	Electrical Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
10	2021	Pawar Shubham Kashinath	Electrical Engineering	2021	Sigma Electric Manufacturing Corp 25 Shivrajnagar Badibhokar road Deopur,Dhule, Maharashtra"	156000
11	2023	Saner Rajendra Sunil	Electrical Engineering	2021	Ferromag Technolgy Pvt. Ltd. Plot No.3 opp. green city, rakanpur, gandhinagar, Gujrat-382721. Mob : 9712966880	235000
12	2021	Sonawane Sarveshwar Ravindra	Electrical Engineering	2021	Sigma Electric Manufacturing Corp 25 Shivrajnagar Badibhokar road Deopur,Dhule, Maharashtra"	156000
13	2021	Patil Nilima Yashwant	Electrical Engineering	2021	Tata Consultancy Services Limited, 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600119, Tamil Nadu	3,36,877
14	2021	Vispute Ganesh Sanjay	Electrical Engineering	2021	Tata Consultancy Services Limited, 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600119, Tamil Nadu	3,36,877
15	2021	Joshi Jitesh Kamlakar	Electrical Engineering	2021	Accenture Building B1, B2, B3, Tower 5 Level, Mundhwa Road, Magaratta City- Hadapsar, Pune-411028	450000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
16	2021	Jagtap Pallavi Nandkumar	Electrical Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	4,01,988
17	2022	Patil Jagruti Dilip	Electrical Engineering	2021	Tata Consultancy Services Vibuti Khand Gomati nagar Lucknow 226010	3,36,877
18	2021	Patil Deepak Yogesh	Electrical Engineering	2021	Tata Technology Plot No. 25 Infotech park Hinjewadi Pune. Tel :91 2066529090	4,65,323
19	2022	Sangale Tejal Padmakar	Electrical Engineering	2021	HCL Technologies Ltd. Technology Hub, Special Economic Zone, Plot No 3A, Sector 126, Noida 201304, UP. Tel: +91 120 6125000	2,75,005
20	2021	Patil Vrushali Deepak	Electrical Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	4,01,988
21	13-Jul-05	Yadav Girish Bharat	Electrical Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
22	2021	Baviskar Yash Sureshchandra	Electrical Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097"	401988
23	2022	Patil Madhavi Sunil	Electrical Engineering	2021	Mahaveer Engineering Works, GAT NO 238,GANGAMAI COMPLEX,MIDC AREA AMBAD,NASHIK Gala No. 238 \'B\' Wing, Mulay I-Square MIDC, Ambad,422010.Nashik. Nashik-422009, Maharashtra, India	1,34,760
24	2021	Borse Punam Rajesh	Electrical Engineering	2021	Tata Consultancy Services Limited, 5th Floor, PTI Building, 4 Parliament Street, New Delhi 110001. Tel: 91 11 6650 6555	3,36,877
25	2021	Badgujar Vaishnavi Kailasrao	Electrical Engineering	2021	Dhoot Transmission Pvt Ltd, Plot No B-2, Indo Space Logistics Parks, 104, Polivakkam Village, Thiruvallur- Sriperumbudur Main Road, Thiruvallur- 602002, Tamil Nadu, INDIA Mob-8939849536	120000
26	2022	Shirsath Bharat Prakash	Electrical Engineering	2021	Tata Consultancy Services Vibuti Khand Gomati nagar Lucknow 226010	3,36,877
27	2021	Thakare Sandip Ravindra	Electrical Engineering	2021	Sigma Electric Manufacturing Corp 25 Shivrajnagar Badibhokar road Deopur,Dhule, Maharashtra	156000
28	2021	Patil Hemant Adhar	Electrical Engineering	2021	Dhoot Transmission Pvt Ltd, Plot No B-2, Indo Space Logistics Parks, 104, Polivakkam Village, Thiruvallur- Sriperumbudur Main Road, Thiruvallur- 602002, Tamil Nadu, INDIA Mob-8939849536	120000
29	2021	Kulkarni Bhushan Govind	Electrical Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary 2020-21

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
30	2021	Badgujar Neeraj Jagadish	Electrical Engineering	2021	Qualitykiosk Technologies Pvt. Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
31	2021	Thakur Shubham Ashok	Electrical Engineering	2021	Dhoot Transmission Pvt Ltd, Plot No B-2, Indo Space Logistics Parks, 104, Polivakkam Village, Thiruvallur- Sriperumbudur Main Road, Thiruvallur- 602002, Tamil Nadu, INDIA Mob-8939849536	120000
32	2021	Patil Tushar Vijay	Electrical Engineering	2021	Tech Mahindra Limited Info city, Hi-tech City Layout Madhapur, Hyderabad 500081,India	259205
33	2021	Aaglave Kunal Sunil	Electrical Engineering	2021	AMNEX Infotechnologies Pvt. Ltd. Mondeal Heights, Amnex Infotechnologies Pvt. Ltd Wing-B,1201/1202/1301, Sarkhej - Gandhinagar Hwy, Ahmedabad, Gujarat 380054 Tel: 9727747451	204000

Mr. Gaurav Patil
TPO Department of Electrical Engineering

Mr. Karan Sharma
TPO SVKM IOT

Shri Vile Parle Kelavani Mandal's DHULE Institute of Technology

Principal
SVKM's Institute of Technology,Dhule

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary 2020-21

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2021	Sanket Sudhir Bhardwaj	Information Technology	2021	Synechron Technologies Pvt. Ltd., CEDAR Building, Ascendas IT Park, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune 411057, Tel: +912042901000	724400
2	2021	Sanket Sudhir Bhardwaj	Information Technology	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
3	2020	Ghongade Gitesh Sanjay	Information Technology	2021	Skilling You (A brand of Flambeau Education Pvt. Ltd.)	200000
4	2020	Mustafa Kuresh Saifee	Information Technology	2021	Winjit Technologies, C 1/1, A - Rd, NICE, MIDC, MIDC, Satpur Colony, Nashik, Maharashtra 422007 Tel: 0253 663 3999	265000
5	2020	Shinde Pavankumar Manoj	Information Technology	2021	Skilling You (A brand of Flambeau Education Pvt. Ltd.)	200000
6	2021	Vivek Arvind Khairnar	Information Technology	2021	Building B1, B2, B3, Tower 5 Level, Mundhwa Road, Magaratta City- Hadapsar, Pune-411028	450000
7		Kalyani Narendra Pawar	Information Technology	2021	Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND	350004
8	2020	Kalyani Narendra Pawar	Information Technology	2021	Narmada Tech Solution Pvt. Ltd 307, 3rd Floor Satguru Parinay Near Pakiza A.B. Road Indore(M.P.) India	192000
9	2020	Ansari Ali Arsalan Ali Imran	Information Technology	2021	Wednesday Solutions, Units 509 & 510, Clover Hills Plaza, NIBM Road, Kondhwa, Pune - 411048	450000
10	2021	Himani Sandeep Kapure	Information Technology	2021	Byju's, Byjus Bangalore - IBC Knowledge Park - Bhavani Nagar,Near Dairy Circle, Bannerghatta Main Road, Bengaluru-560029, Karnataka	1000000
11	2020	Jagdish Bhatu Gavande	Information Technology	2021	Tata Consultancy Services, Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India Tel: 912066087777 Fax: 912066087107	336877
12	2021	Shivani Sharma	Information Technology	2021	Jaro Toppscholars Pvt. Ltd.	120000
13	2021	Shivani Sharma	Information Technology	2021	SkillSanta Interviewmiles Pvt Ltd, 1st Floor, NR Tower, 17th Cross Road, 19th Main Rd, Sector 4, HSR Layout. N R Tower, Workshaala Spaces, Bangalore, Karnataka Pin: 560102	360000
14	2021	Shivani Sharma	Information Technology	2021	vTech Solutions Inc 4th Floor, B Block, Signet Plaza, Krunal Cross Road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	270000

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary 2020-21

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
15	2021	Shivani Sharma	Information Technology	2021	Capgemini IT 1, IT 2, Airol MIDC, Thane- Belapur Road, Navi Mumbai, 400708, Maharashtra India. Tel: +912271444283| Fax: +912271412121 www.capgemini.com/in-en	380000
16	2020	Vivek Arvind Khairnar	Information Technology	2021	Shaligram Infotech Shaligram House, B/H. Rajpath Club, Off S. G. Highway, Badakdev, Ahmedabad- 380059, Tel: +1-6315021166, +91-79-29702400/2500	180000
17	2021	Vivek Arvind Khairnar	Information Technology	2021	Accenture, Building B-1, Magarpatta City (SEZ), Magarpatta City, Hadapsar-Mundhwa Road, Pune, Maharashtra, India, 411013	4,40,500
18	2021	Vivek Arvind Khairnar	Information Technology	2021	Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND	3,50,004
19	2021	MANGESH PANJABI	Information Technology	2021	Lamhas Satellite Services, Tower No.1,Floor No.6,Vashi Railway Station, Sector 30, Navi Mumbai, Maharashtra 400703	252000
20	2021	Kelkar Pooja Arun	Information Technology	2021	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED Plot No. 14, Rajiv Gandhi Infotech Park, Hinjawadi Phase-III, MIDC-SEZ, Village Man, Taluka Mulshi, PUNE-411 057	3,50,006.00
21	2021	Patil Tejaswini Jaywant	Information Technology	2021	Mphasis Limited Bagmane World Technology Center, Marathahalli Outer Ring Road, Doddanakundi Village, Mahadevapura, Bangalore - 560 048. India	3,25,000

Ms. Ruby Mandal
TPO Department of Information Technology

Mr. Karan Sharma
TPO SVKM IOT

Principal
SVKM's Institute of Technology,Dhule

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2023	Patil Pushkar Sajan	Mechanical Engineering	2021	Orion Ropes PVT. LTD. D-59-60, MIDC Avdhan Dhule 424311 MH India Tel: 77097-68102	144000
2	2022	Patil Pankaj Murlidhar	Mechanical Engineering	2021	Tata Consultancy Services, Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India Tel: 912066087777 Fax: 912066087107	336877
3	2021	Patil Ratnadip Arvind	Mechanical Engineering	2021	Infosys Limited 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
4	2021	Bhokardole Shubham Pramod	Mechanical Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
5	2021	Pinjari Aatif Rafik	Mechanical Engineering	2021	Tata Consultancy Services, Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India Tel: 912066087777 Fax: 912066087107	336877
6	2021	Chaudhari Nikhil Narendra	Mechanical Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
7	2021	Patil Yogesh Kiran	Mechanical Engineering	2021	Adecco, Coorporate office No. 73/1, 13th Summit B, Mahadevpura, Bangluru, 560048	222852
8	2021	Chavan Bhushan Nandkishor	Mechanical Engineering	2021	Mudra Dies and Patterns Pvt. Ltd, Gate No -10, Plot No – PAP A-17., M.I.D.C. Chakan, Phase IV, opp. Mahindra & Mahindra, Maharashtra 410501, Tel: 020 66310402	90000
9	2021	Borse Nikhil Ravindra	Mechanical Engineering	2021	Mudra Dies and Patterns Pvt. Ltd, Gate No -10, Plot No – PAP A-17., M.I.D.C. Chakan, Phase IV, opp. Mahindra & Mahindra, Maharashtra 410501, Tel: 020 66310402	90000
10	2022	Jawraj Rohan Suresh	Mechanical Engineering	2021	Optimas Solution, Registered office: Plot No 5,GAT 312/1,312/5 to312/7,Nanekarwadi,Chakan,Taluka:Khed, District Pune – 410501. INDIA Corporate office: Optimas Solutions. 602, P4, Pentagon Towers, Magarpatta City, Hadapsar, Pune – 411028. INDIA. T: +91 20 6764 6400	300000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
11	2020	Wagh Pratik Yogesh	Mechanical Engineering	2021	Shaligram Infotech Shaligram House, B/H. Rajpath Club, Off S. G. Highway, Badakdev, Ahmedabad- 380059, Tel: +1-6315021166, +91-79-29702400/2500	180000
12	2021	Badgujar Yashovardhan Vilas	Mechanical Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
13	2022	Rahul Sharma	Mechanical Engineering	2021	ARIA Industries East Africa PO Box. 6643, 8th floor Diplomat House, Phone No. +255736567568	600000
14	2023	Borse Durgesh Dhiraj	Mechanical Engineering	2021	TechneiAi Pvt. Ltd.2nd floor Moodliar Chambers 338/C Rasta Peth Pune	300000
15	2022	Thorat Samar Manesh	Mechanical Engineering	2021	Tata Consultancy Services, Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India Tel: 912066087777 Fax: 912066087107	336877
16	2021	Sonje Pratik Sanjay	Mechanical Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
17	2021	Chavan Sanket Sunil	Mechanical Engineering	2021	Gauri enterprises, Pune-411034	120000
18	2021	Chavan Sanket Sunil	Mechanical Engineering	2021	Force Motors Limited, Mumbi Pune Road, Akurdi, Pune-411035, INDIA Tel: +912027476381	156000
19	2021	Jambhale Prasad Sudhir	Mechanical Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
20	2021	Jadhav Nilesh Suresh	Mechanical Engineering	2021	Bajaj Auto Ltd. Akurdi, Pune 411035, India Tel: +912027472851	138000
21	2022	Chaudhari Sarang Pundlik	Mechanical Engineering	2021	Tata Consultancy Services, Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India Tel: 912066087777 Fax: 912066087107	336877
22	2022	Deore Aakash Rajendra	Mechanical Engineering	2021	Infosys Limited, 44, Infosys Avenue, Electronics City, Hosur Road, Bangalore 560 100, India, T 91 80 2852 0261	360000
23	2021	Bhandari Bhagyesh Kiran	Mechanical Engineering	2021	Fukoku India Pvt. Ltd, Plot No. G-4/1, Phase- III, MIDC, Chakan, Maharashtra 410501 Tel: 02135-678640	180300
24	2021	Deshmukh Saurabha Shrikant	Mechanical Engineering	2021	Fukoku India Pvt. Ltd, Plot No. G-4/1, Phase- III, MIDC, Chakan, Maharashtra 410501 Tel: 02135-678640	180300
25	2021	Salunkhe Nikhil Sanjay	Mechanical Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary 2020-21

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
26	2021	Chaudhari Mukul Kisan	Mechanical Engineering	2021	Infosys Limited 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
27	2022	Borse Pratik Kailas	Mechanical Engineering	2021	GLOBANT INDIA PRIVATE LIMITED, Regd. Office, 4th and 5th Floor, IT-8, Blue Ridge IT Park, Hinjewadi, Pune 411057 India	380000
28	2021	Shoaibuddin Alimoddin Kazi	Mechanical Engineering	2021	Tata Consultancy Services, Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India Tel: 912066087777 Fax: 912066087107	336877
29	2022	Deore Rajashree Bhaskarrao	Mechanical Engineering	2021	Fujitsu PVt. Ltd. A-15, Talawade Chakan Rd, M I D C Technology Park, Talwade, Pimpri-Chinchwad, Maharashtra 412114, Tel: 020 2769 0001	350000
30	2022	Patil Divyeshkumar Ashok	Mechanical Engineering	2021	Tech Tree IT systems Pvt. Ltd. 2074, ground Floor, Sector C, Pocket 2, Vasant Kunj, Delhi 110070	550000
31	2021	Kapadne Bhanudas Rajendra	Mechanical Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
32	2021	Jadhav Bhojraj Pravin	Mechanical Engineering	2021	Narmadatech Solution Pvt. Ltd, 307, 3rd Floor Satguru Parinay Near Pakiza A.B. Road Indore (M.P). India	192000
33	2021	Bhat Yash Milind	Mechanical Engineering	2021	Tata Consultancy Services, Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India Tel: 912066087777 Fax: 912066087107	336877
34	2021	Sonje Aniket Kashinath	Mechanical Engineering	2021	Cognizant, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097	401988
35	2022	Kulkarni Vinay Manoj	Mechanical Engineering	2021	Tata Consultancy Services, Niyati Tiara, Ground Floor, S. No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India Tel: 912066087777 Fax: 912066087107	336877
36	2020	Bhat Aman Prashant	Mechanical Engineering	2021	Shaligram Infotech Shaligram House, B/H. Rajpath Club, Off S. G. Highway, Badakdev, Ahmedabad- 380059, Tel: +1-6315021166, +91-79-29702400/2500	180000

Mr. Satish Patil
TPO Department of Mechanical Engineerng

Mr. Karan Sharman
TPO SVKM IOT

Principal
SVKM's Institute of Technology,Dhule

Sr. No.	Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
1	2021	Sanket Marathe	Civil Engineering	2021	SSVPS DHULE, Vidyanagri, Deopur, Dhule, Maharashtra 424005, India Telephone: + 91 (0) 2562 272229,	Structural Engineering
2	2023	Himanshu Patil	Civil Engineering	2021	NIT WARANGAL, National Institute of Technology Campus, Hanamkonda, Telangana 506004	Construction Management
3	2022	Sachin Shelar	Civil Engineering	2021	NICMAR, Post Office, 25/1, NICMAR University, N.I.A, Balewadi Rd, Ram Nagar, Baner, Pune, Maharashtra 411045	Construction Management
4	2022	Siddhesh Bhamare	Civil Engineering	2021	NICMAR, Post Office, 25/1, NICMAR University, N.I.A, Balewadi Rd, Ram Nagar, Baner, Pune, Maharashtra 411045	Construction Management
5	2022	Paresh Nerkar	Civil Engineering	2021	NICMAR, Post Office, 25/1, NICMAR University, N.I.A, Balewadi Rd, Ram Nagar, Baner, Pune, Maharashtra 411045	M.Tech
6	2023	Shinde Aakash	Civil Engineering	2021	KCT's Late G.N. Sapkal College of Engineering, Nashik, Phone: 094206 95484	Post Graduate in Program Management
7	2022	Yukta Bhattad	Computer Engineering	2021	IIM Tiruchi, Pudukkottai Main Road ,Chinna Sooriyur, Village, Sooriyur, Tamil Nadu 620024, Phone: 0431 250 5000	MBA Entrepreneurship & Family Business Management
8	2022	Gauri Prashant Morankar	Electrical Engineering	2021	SVKM's NMIMS School of Business MAnagement, Mumbai Tel.: 022–4235 5555	Post Graduate in Electrical Power System
9	2022	Amruta Suresh Dusane	Electrical Engineering	2021	Sandip University, Mahiravani, Trimbak Road, Nashik, Maharashtra-422213 Tel: 1800 212 2714	Post Graduate Diploma
10	2021	CHAUDHARI TEJASHRI CHANDRAKANT	Mechanical Engineering	2021	CDAC MUMBAI (PG DIPLOMA)	Post Graduate Diploma in Advanced Computing
11	2021	Nikum Pravin Ramesh	Electrical Engineering	2021	CDAC MUMBAI (PG DIPLOMA)	Post Graduate Diploma in Advanced Computing
12	2021	Patil Akshay Ramkrishna	Electrical Engineering	2021	CDAC MUMBAI (PG DIPLOMA)	Post Graduate Diploma in Advanced Computing

Shri Vile Parle Kelavani Mandal's * DHULE * Institute of Technology

Principal
SVKM's Institute of Technology,Dhule

Parchure Engineers Private Limited
Office No. 502 Shriniwas Building, 5th Floor, Erandwane Co-Op. Hsg. Society Erandwane
Near Shama Prasad Mukherjee Garden, Kothrud, Pune, Maharashtra, India 411004.
Factory : Plot No.s C 4/23 MIDC Jejuri, Tal. Purandar, Dist. Pune, Maharashtra India 412303
Email : sales@peplgroup.com | Contact Number : Sales - +91-9699028010
GST : 27AAFCP9600H1ZC | Corporate Id. Number : U74900PN2011PTC138854

PARCHURE®
Indian Engineering for the World

Date:- 03.06.2023

To,

Mr.Prasad Bhamare
Flat no.3, Krishna Apartment,
Near Aragade Heights, JM Road,
ShivajiNagar, Pincode - 411005, Pune.

Subject: Offer Letter for post of Junior Engineer Project Documentation.

Dear Mr.Prasad Bhamare,

We are pleased to offer you, the Job of **Junior Engineer Project Documentation.** with Parchure Engineers Private Limited Pune .

The remuneration for this post shall be as follows:-
Salary in hand of Rs.21,000/- per month,plus Rs.2,000/- Incentive performance related bonus based on deliverance of performance targets (at the sole discretion of the management only.)

Your joining date shall be on 07.06.2023.

You will be posted at Pune Office ,You may however be required to work at any place of business which the Company has, or may later acquire.

Please revert back with an email of acceptance of this letter.

Thanks,

With Regards,
Shri. Anand Parchure
Director

Candidate ID: 5081432 /987609,

Date of Joining: 10/12/2021,

Joining Location: Pune,

Designation: Analyst,

Dear Rushikesh Shamkant Sonawane,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Pune office, for joining formalities as per the address mentioned below:

Address

Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you
2.	Employment Documents: **Current Employment(Immediate Previous)** a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory) b) Payslips for last 3 months c) Form 16 d) Salary Account 6 months Bank Statement e) Letter of appointment/Offer letter from employer which captures start date **Previous Employment** Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day
3.	**Education Documents** a) 10 Marksheet and certificate. b) 12th marksheet and Certificate. c) Graduation Marksheets and certificate/Diploma certificate. d) Post-Graduation Marksheets and degree certificate(If applicable) e) Any other relevant certificate
4.	**Proof of identity/ Address** a) PAN Card b) AADHAR Card c) Passport In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs i) Voters Id ii) Driving License iii) Ration card iv) Electricity Bills v) Gas card vi) Notarized Self Affidavit
5.	Passport size photographs(6 nos)
6.	**Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable)** a) Form 16/Form 26AS b) Bank statement for 6 months c) Shop License
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:

- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:15AM, and contact security at the main gate for your entry pass.

Best Regards,
Team HR
The information contained in this message is proprietary and confidential. Copyright © 2013. All rights reserved by Capgemini.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 5081432 /987609,

10/11/2021,

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

Confidential

Dear Rushikesh Shamkant Sonawane,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** (**'Capgemini'** 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:

Annexure - A

Rushikesh Shamkant Sonawane

Analyst

Total Cost to Company (CTC). **Rs.300,002.00**

Monthly Components	**Per Month**	**Annualized**
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements – 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements – 2 +	Rs. 0	Rs. 0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	**Rs.21,828.00**	**Rs. 261,936.00**
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		**Rs.292,200.00**
Total Cash Compensation		**Rs.292,200.00**
Benefits		
Medical, Accident & Life Insurance Premium		**Rs.** 7,802.00
Capgemini contribution to ESI		Rs.0.00

Total Cost to Company		**Rs. 300,002.00**

Annexure - B

RushikeshShamkant Sonawane

Analyst

Total Cost to Company (CTC).

Rs.380,006.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.1,80,000.00
House Rent Allowance	Rs.9,000.00	Rs108,000.00
Other Allowance and Reimbursement - 1	Rs.1,199.00	Rs.14,388.00
Other Allowance and Reimbursement - 2	Rs.147.00	Rs.1,764.00
Advanced Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	**Rs.28,495.00**	**Rs.341,940.00**
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.722.00	Rs.8,664.00
Total Fixed Compensation	**Rs.31,017.00**	**Rs.372,204.00**
Total Cash Compensation	**Rs.31,017.00**	**Rs.372,204.00**
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Capgemini contribution to ESI		Rs.0.00

Total Cost to Company		**Rs.380,006.00**

You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	**Annualized**
Remote Working Allowance	19800.00
Books and Journals	24000.00
Professional Pursuit	180000.00
Conveyance Allowance	63,600.00

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements – 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	**Annualized**
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.

2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.

3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.

5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.

* Employee's contribution towards PF will be made from the monthly salary as defined by Law.
The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the component

All components under Other Allowance and Reimbursement – 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.

+ This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements - 2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

D.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.

2. Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.

3. ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

NOTE:

a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

E.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.

2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.

3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.

4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.

5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

F.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

G.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

H.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:

   a. You will submit relevant documents as mandated by the Company;

   b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;

   c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;

d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.

e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.

f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini);

g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and

h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.

i. Your employment shall be subjected to the below-mentioned additional terms and conditions.

a.You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 30-November-2021, our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

b.You will be required to clear the mandatory Entry Level Certification Training Test of the Company in the first attempt. The details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

c.As a condition of your employment with the Company, you will be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review.
You fill the complete Back ground verification link given along with the welcome mail of the offer.

j. You have achieved minimum 60% aggregate in all semesters of your graduation.

k. You submit the following mandatory documents before the date of joining..

1. Highest Degree/Provisional Certificate and Final year Mark sheet.

2.In case you do not have the Education documents on the Day of joining, you should submit the same to the HR not later than 3 months from Date of Joining.

l. You will join our Fresher training and for successful completion of training you will be evaluated upon defined parameters and will be required to score a minimum percentage. Details pertaining to fresher training will be provided to you separately at the time of on-boarding.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

I.) Your employment with the Company will also be governed by the terms and conditions of employment contained in **Exhibit 1** attached hereto.

J.) The Company's address for sending notice in relation to your employment is as below:

Kind Attn:	Head - Human Resources
Address:	Capgemini Technology Services India Limited, Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi Mumbai, Maharashtra 400708
Email:	hremployeeservices.in@capgemini.com

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Anilkumar Singh
Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter ') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

_____

Name: Rushikesh Shamkant Sonawane

Date: 10/11/2021

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

1.1 Capgemini Technology Services India Limited (**"Capgemini"** or **"Company"**) may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

a) one location to another; or

b) one team/department/account/function/Business Unit to another; or

c) one project/job to another; or

d) the Company to any other group entity or affiliate or any other business associate as the Company may deem

d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

a.) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;

b.) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;

c.) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and

d.) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at anytime during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Capgemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at anytime during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

a.) you are legally permitted to reside and be employed in India;

b.) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;

c.) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;

d.) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;

e.) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and

f.) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you;

b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;

c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;

d) prevent the unauthorized use, dissemination or publication of such Confidential Information;

e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;

f) not share such Confidential Information with any third party (specifically those person who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);

g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;

h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and

i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

a) was in your possession before receiving the same from the Company pursuant to this Letter;

b) is or becomes a matter of public knowledge through no fault of yours; or

c) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights),

including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively **'Developments'**) that:

a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;

b) results from tasks assigned to you by the Company; or

c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively **'Moral Rights'**). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and

market the Development, without identifying you or seeking your consent.

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During you employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop, laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

(i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

b.) Notice Period/Termination

(i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

(ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).

(iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii)misconduct by you as provided under the labour laws and/or in the Company policies.

(iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.

(v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

c.) Effects of Cessation of Employment

(i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.

(ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.

(iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter alongwith its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties.
This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I,_____ _____residing at _____ _____ _____, do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC – SEZ, Village Man, Taluka Mulshi, Pune – 411057, Maharashtra (hereinafter referred to as the"Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1.That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:

a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
b) payroll processing agencies for processing my payroll (including reimbursement claims),
c) law enforcement agencies,
d) to comply with a judicial/quasi judicial order,
e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
f) insurance companies for the purpose of group insurance, personal accident insurance etc.
g) service providers providing services for biometric access to office premises for monitoring attendance.
h) foreign consulates, embassies etc and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:

a.) affiliates of the Company for administrative purposes and/or audit;
b.) clients/prospects in relation to any staff augmentation assignments.

3.That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.

4.That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.

5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.

6.I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information inCompany's records in the event of any change.

7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:
Signature
Date:

Cognizant

27-Jan-2022

Dear Ashvin Ganesh Lal Upadhyay,
B.Tech, Computer Science
Shri Vile Parle Kelavani Mandal's Institute of Technology, Dhule

Candidate ID – 17921721

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

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

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar
Vice President – Human Resources

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

Signature: **Date:**

Compensation and Benefits

Name:	Ashvin Ganesh Lal Upadhyay	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

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

Employees State Insurance:

• 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.
• 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.

***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.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Ashvin Ganesh Lal Upadhyay, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Ashvin Ganesh Lal Upadhyay**
Sign: _____	Sign: _____
Name:	Name:

Fwd: Wipro Campus Update_LOI

gunjan deore <deoregunjan@gmail.com>

Wed 8/25/2021 2:50 PM

To: Karan Sharma <karan.sharma@svkm.ac.in>; Vijaylaxmi Bittal <vijaylaxmi.bittal@svkm.ac.in>

***** THE E-MAIL BELOW IS FROM AN EXTERNAL SOURCE, PLEASE DO NOT OPEN ATTACHMENTS OR CLICK LINKS WITHOUT PROPER VERIFCATION *****

---------- Forwarded message ---------
From: **Campus HR Team** <wipro+email+1vkji-b834509eff@talent.icims.com>
Date: Wed, Aug 25, 2021, 2:39 PM
Subject: Wipro Campus Update_LOI
To: <deoregunjan@gmail.com>

August 25, 2021

Dear Gunjan Deore ,
Resume Number - 20758884

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	**AMOUNT (INR)**
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

 Aparna Shailen

---

This message was sent to deoregunjan@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=6E0420758884&contactId=10718505

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

Offer: Computer Consultancy
Ref: TCSL/DT20218928059/Chennai
Date: 11/12/2021

Mr. Ganesh Sanjay Vispute
117 Shani NagarSakri Road Dhule,
Behind School No. 14,
Dhule-424001,
Maharashtra.
Tel# -9359491317

Dear Ganesh Sanjay Vispute,

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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

COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of **₹14,784/-** 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 **₹5,914/-** 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. **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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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

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 / Xperience 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.

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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 recommended 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.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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

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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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



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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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

18. 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.

19. 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.

20. 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 :

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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

*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

21. 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.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.

22. 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.

23. 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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

24. 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.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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

GROSS SALARY SHEET **Annexure 1**

Name	**Ganesh Sanjay Vispute**
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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
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	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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 / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** 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.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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 TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead 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 TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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 3

Confidentiality and IP Terms and Conditions

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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



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 filling 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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



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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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

10. 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.

11. 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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

(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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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

22-Nov-2021

Dear Pallavi Nandkumar Jagtap,
B.Tech, Electrical
Shri Vile Parle Kelavani Mandal's Institute of Technology, Dhule

Candidate ID – 18349345

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

Please note:

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

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

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar
Vice President – Human Resources

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

Signature: **Date:**

Compensation and Benefits

Name:	Pallavi Nandkumar Jagtap	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

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

Employees State Insurance:

• 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.
• 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.

***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.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Pallavi Nandkumar Jagtap, 21, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Pallavi Nandkumar Jagtap**
Sign: _____	Sign: _____
Name:	Name:

DocuSign Envelope ID: 8B8F7F55-AD2F-463D-A642-2F4C65CCC211

September 3rd, 2021

Dear Sanket,

We are delighted to have you as part of our growing Synechron family. Welcome aboard!

While you're waiting to join us, take some time to hear our experts and explore our podcast channel. Also, follow us on our social channels:Facebook,LinkedIn,Twitter,YouTube and Instagram to experience our work and culture first hand!

At Synechron, wellbeing of our employees and their families is utmost priority. We have taken various initiatives to ensure safety and welfare of our employees and their families in these stressful times. Our people are our best partners in growth and we have left no stone unturned to ensure the best for them. It is our people who have helped us achieve the honor of **Best Place to Work** for three consecutive years **2018, 2019, and 2020**! We were also a finalist at the US Fintech Awards in the Best Employer Category.

Synechron delivers best-in-class business solutions for banks, asset managers, and insurance companies around the world. We are a leading digital transformation consulting firm focused on the financial services industry, working to Accelerate Digital initiatives for our clients through global technology teams. We invest heavily in our strategy and initiatives that span innovation, research & development, and training.

Now that you're a key team member at Synechron, we would like to ask you to refer your friends, ex-colleagues and acquaintances for joining us. Refer and you can get some cool goodie bags with branded merchandise from us, along with exciting referral bonus.

Take a look at the open roles, and if you know anyone who can be a great team player and is experienced and talented at work, do share their CVs with us at Recruitment@synechron.com. You may also take a look at our diversity hiring programs here.

Despite the virtual work setting that the pandemic has enforced on us, we will ensure a smooth onboarding for you. We offer superlative employment benefits that match the best in the industry. Trust us with your talent in this great career opportunity, and soar with us to greater heights of success!

Wishing you a fruitful career journey with us!

Best wishes,
Hareesha Pattaje
Managing Director and Country Head - India
Synechron

India - Pune Office
Synechron Technologies
CEDAR Building, Ascendas IT Park,
Rajiv Gandhi Infotech Park,
Hinjewadi Phase III, Pune 411057
CIN: U72200PN2001PTC016029
t: +91 20 4290 1000
f: +91 20 4290 1010

USA - New York Office
Synechron, Inc.
15 Maiden Lane, Suite 1100
New York, NY 10038
t: +1 212 619 5200
f: +1 212 619 5210

DocuSigned by:
76D2DF4B94104B6...

info@synechron.com
www.synechron.com

DocuSign Envelope ID: 8B8F7F55-AD2F-463D-A642-2F4C65CCC211

September 3rd, 2021

Mr. Sanket Bharadwaj

8, State Bank Colony,

Sakri Road, Near VWS Collage

Dhule,MAharashtra-424001

Dear Sanket,

With reference to your application and subsequent interview, we are pleased to offer you a position with **Synechron Technologies Pvt. Ltd.** as **Associate - Technology** on the following terms and conditions:

1. Your cost to company including benefits, while posted in India, will be Rs. **7,24,400 (Seven Lakhs Twenty Four Thousand Four Hundred Only).** The detailed CTC and benefits breakup is as per the attached Annexure, subject to Income Tax deductible at source.

2. You are requested to join us on or before **September 4th, 2021**.

3. If you join us on or before the mentioned joining date; you will be entitled for a Joining Bonus of Rs. **50,000 (Fifty Thousand Only).** Joining bonus amount will be disbursed in 2 equal instalments. 1st Instalment will be disbursed after completion of 3rd month along with 4th month salary and 2nd Instalment will be disbursed after completion of 6th month along with 7th month salary.

4. In case there is any kind of Joining Bonus/Notice Buyouts the candidate/ employee has to serve a minimum period of one year with Synechron Technologies Pvt. Ltd., else they will have to reimburse the entire amount to Synechron Technologies Pvt. Ltd.

5. During your employment with the Company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.

6. During your employment with the Company, you will be liable to be transferred to any of the offices, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management.

7. In case of relocation for Joining, Company would be liable for all relocation expenses as per the bills provided for the same. This would include expenses incurred for moving yourself, family and household goods subject to an upper cap as per the policy of the organization. The candidate/employee has to serve a minimum period of one year with Synechron Technologies Pvt.Ltd., else they will have to reimburse the entire amount to Synechron Technologies Pvt. Ltd.

India - Pune Office
Synechron Technologies
CEDAR Building, Ascendas IT Park,
Rajiv Gandhi Infotech Park,
Hinjewadi Phase III, Pune 411057
CIN: U72200PN2001PTC016029
t: +91 20 4290 1000
f: +91 20 4290 1010

USA - New York Office
Synechron, Inc.
15 Maiden Lane, Suite 1100
New York, NY 10038
t: +1 212 619 5200
f: +1 212 619 5210

DocuSigned by:
76D2DF4B94104B6...
info@synechron.com
www.synechron.com

DocuSign Envelope ID: 8B8F7F55-AD2F-463D-A642-2F4C65CCC211

8. The company may terminate your services with two months' notice from the Company or with compensation equivalent to two months' salary.

9. In the case where you want to discontinue your employment, you will have to give two months clear notice in writing to the Company of your intentions to do so.

10. You may be required to sign a Service Agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments. You agree to pay Synechron all costs and expenses incurred for sponsoring specific training in the specialized areas, technologies and skills in case you leave the company within a period of one year after the completion of the specialized training. However regular training provided on technical skills would not be forming part of specialized training. As a process employee will be clearly communicated before undertaking the specialized skilled, technology training, for which the recovery would be applicable on employee not serving the organization for the specified period of employment as per the organization policy.

11. Your scope of work will be communicated to you after your joining wherein you shall be deemed to be under the Resource Management Group till further Project Allocation is communicated. You will be under training period till your final project allocation.

12. As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade secrets, employee and / or customer prospect lists, or the business affairs of our company and any of its clients.

13. You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / cancelled without any notice.

14. The retirement age is 58.

15. Please sign the duplicate copy of this letter on each page, to be returned to us as your acceptance of this offer and the terms/conditions detailed in this letter. Please note that no commitments other than what is mentioned in this letter & its annexure will be applicable to you or entertained by us.

India - Pune Office
Synechron Technologies
CEDAR Building, Ascendas IT Park,
Rajiv Gandhi Infotech Park,
Hinjewadi Phase III, Pune 411057
CIN: U72200PN2001PTC016029
t: +91 20 4290 1000
f: +91 20 4290 1010

USA - New York Office
Synechron, Inc.
15 Maiden Lane, Suite 1100
New York, NY 10038
t: +1 212 619 5200
f: +1 212 619 5210

DocuSigned by:
76D2DF4B94104B6...

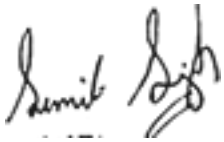
DocuSign Envelope ID: 8B8F7F55-AD2F-463D-A642-2F4C65CCC211

You are advised to go through the contents of this letter of offer and annexure before signing the duplicate copy.

We take pleasure in welcoming you to Synechron Technologies Pvt. Ltd. and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For **SYNECHRON TECHNOLOGIES PVT. LTD.**



Sumit Singh
Associate Director - Recruitment

Agreed and accepted:

I have read the above-mentioned terms and conditions and the same has been explained to me.

I acknowledge that, I have understood and hereby agree to abide by the terms and conditions of employment, including Salary structure during my employment with the company.I will not raise any objection or have any dispute relating to points mentioned in the offer letter.

I am signing this document as a token of my acceptance on all the above-mentioned terms and conditions.

DocuSigned by:
76D2DF4B94104B6...
Signature (**Sanket Bharadwaj**)

Date: 9/3/2021

India - Pune Office
Synechron Technologies
CEDAR Building, Ascendas IT Park,
Rajiv Gandhi Infotech Park,
Hinjewadi Phase III, Pune 411057
CIN: U72200PN2001PTC016029
t: +91 20 4290 1000
f: +91 20 4290 1010

USA - New York Office
Synechron, Inc.
15 Maiden Lane, Suite 1100
New York, NY 10038
t: +1 212 619 5200
f: +1 212 619 5210

DocuSigned by:
76D2DF4B94104B6...

info@synechron.com
www.synechron.com

DocuSign Envelope ID: 8B8F7F55-AD2F-463D-A642-2F4C65CCC211

.

September 3rd, 2021

Annexure to Letter of Offer

Name: Mr. Sanket Bharadwaj

Designation: Associate - Technology

Joining Location: Pune

FIXED SALARY	Per Month (Rs.)	Annual (Rs.)
Basic salary	23,333	2,79,996
House Rent Allowance	12,167	1,46,004
Leave Travel Allowance	2,928	35,136
Statutory Bonus	2,500	30,000
Professional Allowance	15,205	1,82,460
Company's Contribution to Provident Fund	2,200	26,400
CTC without Benefits	**58,333**	**7,00,000**
OTHER BENEFITS	**Per Month (Rs.)**	**Annual (Rs.)**
Gratuity (this is applicable in FNF if employee is eligible as per Gratuity Act)	882	10,582
Insurance - Medical (Synechron sponsored insurance for Employee, Spouse, and 2 children of INR 5L coverage)	924	11,092
Insurance - Term - Synechron sponsored insurance only for Employee of INR 30L coverage	189	2266
Insurance - Accident - Synechron sponsored insurance only for Employee of INR 15L coverage	38	460
Total Benefits	**2,033**	**24,400**
CTC Including Benefits	**60,367**	**7,24,400**

India - Pune Office
Synechron Technologies
CEDAR Building, Ascendas IT Park,
Rajiv Gandhi Infotech Park,
Hinjewadi Phase III, Pune 411057
CIN: U72200PN2001PTC016029
t: +91 20 4290 1000
f: +91 20 4290 1010

USA - New York Office
Synechron, Inc.
15 Maiden Lane, Suite 1100
New York, NY 10038
t: +1 212 619 5200
f: +1 212 619 5210

DocuSigned by:
76D2DF4B94104B6...

DocuSign Envelope ID: 8B8F7F55-AD2F-463D-A642-2F4C65CCC211

Other benefits:

1. Public Holidays - Public Holiday cycle will commence on January 1 and close on December 31 of every year. You are entitled for 10 Public Holidays during a calendar year. Public holidays would comprise of 4 specific mandatory Holidays out of which 3 are National Holidays viz. January 26, August 15 and October 2 and 1 state holiday for every location. The allocation of public holidays shall be on pro-rata basis based on your date of joining and the current location of allocation

2. Furlough Leaves - You will be directed on your eligibility of Furlough leaves as per directives from the Client. Upto 5 earned leaves from the earned leave balance can be applied and the rest of the furlough duration shall be considered for training and development / internal work assignments. This is to be followed irrespective of the duration of the furlough leaves. Sick Leaves can also be utilized in case of 0 EL balance. No extra leaves shall be allocated to any employee.

3. Working hours - Working hours for Synechron are 8:00 a.m. to 5:00 p.m. or 12:00 noon to 9:00 p.m. as applicable. This is based on a 9-hour day of which 1 hour is for lunch and casual breaks. Employees are allowed to set their own flexible timings based on project requirements and deadlines as long as they meet the 9-hour day policy after approval from their reporting authority.

4. Insurance benefits

You shall be covered under the following Insurance benefits from the date of joining:	
Group Medical Health Insurance	The Medical Insurance Policy covers you, your spouse and your children at company cost. The coverage amount is INR 5L. This policy also provides a provision of enrolling your parents/in-laws for which you have to contribute and the premium contribution (pro-rata from date of joining till 30th Mar) will be deducted in 3 installments from your monthly salary starting 1st month payroll from your DoJ.
Group Personal Accidental Insurance	This covers you for INR 15L coverage at company cost
Term Life Insurance	Term Life Insurance at company cost for a sum of INR 30L

DocuSign Envelope ID: 8B8F7F55-AD2F-463D-A642-2F4C65CCC211

5. Training/Certification/Higher Education - At Synechron we are committed in not just providing trainings, but we help our employees build their careers to ensure that we provide you ample learning opportunities as mentioned (but not limited to) below:

   a. Unlimited Udemy learning access from Day one of joining

   b. High quality training programs by industry experts run through monthly training calendars and other focused interventions

   c. Up to INR 90,000/- per year benefit to help you achieve industry recognized certifications, governed under our Certification Policy

   d. Up to INR 1,00,000/- onetime benefit for M.E. & MTech. Post-Graduation Distance Learning program, governed under our Higher Education Policy

For **SYNECHRON TECHNOLOGIES PVT. LTD.**

Sumit Singh
Associate Director - Recruitment

India - Pune Office
Synechron Technologies
CEDAR Building, Ascendas IT Park,
Rajiv Gandhi Infotech Park,
Hinjewadi Phase III, Pune 411057
CIN: U72200PN2001PTC016029
t: +91 20 4290 1000
f: +91 20 4290 1010

USA - New York Office
Synechron, Inc.
15 Maiden Lane, Suite 1100
New York, NY 10038
t: +1 212 619 5200
f: +1 212 619 5210

DocuSigned by:
76D2DF4B94104B6...

Shaligram Infotech
Digitalize your business

18/07/2020

OFFER LETTER

This is certify that **Mr. Vivek Khairnar** have been selected as a **Software Developer** for 6 month training period and after 6 month get offer to permanent employee in our organization.

Your probationary period is for 6 months, during which time if you are not suitable for the position or you feel that this is not the type of work you expected either party could terminate contracts with one month notice and Appraisal will be done after 1 year. Terms and conditions of employment are available for you to read and any clarification should be addressed before the end of your probationary period.

We have kept one of your original mark sheets as a part of documentation, Please note that your joining date is **27th July, 2020.**

Finally, I hope you will enjoy working in our company.

For Shaligram Infotech

Shaligram Infotech LLP

Designated Partner

Ramesh Marand
Director

Vivek Khairnar

Date: 01/04/2021

Mr. Aman Bhat.

Congratulations!

We are happy to offer you a job at Evers as a “Content Writer and Social Media Manager”. We believe our team is our biggest strength and we take pride in providing opportunity to the best and the brightest. We are assured about your significant role in the success of venture.

We wish you a great learning packed with comfort and joy of accomplishments along with a true and meaningful job at Evers Ecommerce Private Limited.

Role of Job, Rule and Policies are clearly defined in Annexure A & B.

We look forward to your acceptance as “Social Media Content Writer and Social Media Manager”. Feel free for information you may need. And, please forward the duly signed copy to us for the further proceedings.

Best Wishes!

Bhojraj Jadhav

Founder & CEO Evers

Annexure A

You shall be doing your Job at Evers on basis of following project roles and plan of actions. As part of team, the CONTENT WRITER AND SOCIAL MEDIA MANAGER will have interaction with various members of a company, both senior and junior. The job description should include:

- A content writer is responsible for writing quality content for website and social media in the form of blogs, articles and scripts.

- As a content writer you are also responsible for creating newsletters and sales pitches for various products of company

- A social media manager manages all the social media channels of a company or organization. Social media channels include Facebook, YouTube, Twitter, Instagram, Pinterest, LinkedIn, Google+, etc. They are responsible for ongoing updates about the brand and service of the company in social media accounts to engage customers.

- Creating a social media performance report is a key part of a social media manager to explain your progress on social media. They are responsible for letting their boss know about all great stuff that you are doing whether it's any social media post or content that you are sharing. A social media report includes the data and stats that matter to you, the timeframe (like weekly, monthly, quarterly, from campaign start to end) that is most valuable to you, the way you track your progress and growth, etc. A social media manager is responsible for all of these and to report all to the primary management.

- A social media manager is responsible for hiring the right social media marketer and then training them. Social media team members can have a wide variety of roles and responsibilities. It's the responsibility of a social media manager to explain the job titles and descriptions and to train your social media marketing team members

Annexure B

1. Your Position.

You will be employed on the terms and conditions in this agreement, (Annexure A) in the role of Content Writer and Social Media Manager.

2. Work Location

This position is based on a work from home basis, whenever managing team required you must have to join from the office location.

3. Hours of Work

a) As a full-time employee you will be required to devote substantially the whole of your time and attention during the employer's ordinary business hours to the performance of your duties under this agreement.

(b) You will not be entitled to receive any remuneration for work performed outside of the hours referred to in sub-clause (a) above.

(c) Total 8 business hours/day.

4. Salary and Benefits

a) Your annual salary will be Rs. (2,50,000/-)

b) This figure will be deposit into nominated A/C in between 27th - 30th as (20,833/-) Monthly (Taxes will reduced from this).

c) The above-mentioned salary is the total cost to the company and includes all payments made and benefits provided by the employer directly or indirectly to on or your behalf, whether as salary or otherwise.

5. Leave/s

You will be entitled to annual and long service leave in accordance with the applicable laws and the leave policy of company.

6. Company Policies

a) You agree that employer's policies, as amended or replaced from time to time, shall be binding upon you but shall not form part of the employment contact.
b) You will have 1 month of training period in this period company will pay half of your salary, once the training is completed you will be promoted to the full salary structure.

7. Confidentiality and intellectual Property.

You agree that you will not divulge any of the confidential information or trade secrets of the employer to any person, whether during or after the termination of your employment.

You will not share any data of the company with any third party which is not connected with the company policies

8. All the remaining policies will be shared at time of joining through HR policy.

Your date of joining will be 05 April 2021

Evers Ecommerce Pvt. Ltd. Pune

Bhojraj Jadhav

Founder & CEO

Evers Ecommerce Pvt Ltd

Reply all Delete Junk Block ···

Fwd: Infosys Off-campus Recruitment Drive: Congratulations! You have a job offer

RP

Ratnadip Patil <ratnadippatil13@gmail.com>
Wed 10/6/2021 9:15 AM
To: Mahesh Dalwani



***** THE E-MAIL BELOW IS FROM AN EXTERNAL SOURCE, PLEASE DO NOT OPEN ATTACHMENTS OR CLICK LINKS WITHOUT PROPER VERIFCATION *****

---------- Forwarded message ---------
From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>
Date: Tue, 5 Oct 2021, 10:51 pm
Subject: Infosys Off-campus Recruitment Drive: Congratulations! You have a job offer
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>



Hello!

Thank you for participating in our off-campus recruitment drive.

Congratulations! You have cleared the interview round to receive a final job offer for Syste
for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocati

Please note, this is a conditional job offer subject to your background verification. If falsification o
background verification process, Infosys will revoke the job offer made to you.

भारतीय प्रबन्धन संस्थान तिरुचिरापल्ली
Indian Institute of Management Tiruchirappalli
(An Institute of National Importance, Ministry of Education (Shiksha Mantralaya), Government of India)
तिरुचिरापल्ली - 620 024, तमिल नाडु, भारत
Tiruchirappalli - 620 024, Tamil Nadu, India
Phone : + 91 431 2505000, Fax : + 91 431 2501124
Email : iimt@iimtrichy.ac.in Website : www.iimtrichy.ac.in

Ref.: PGPM/2022-2024/ADM/General/OL-1

Date: 12/05/2022

Dear BHATTAD YUKTA MUKESH ,

Hearty Congratulations from IIM Trichy!!! We welcome you to the IIM Trichy family.

1. We are pleased to invite you to join the **Post-Graduate Programme in Management** (2022-24), leading to the award of MBA Degree of Indian Institute of Management Tiruchirappalli.
2. Before joining us, we know you will be eager to know the details about the Institute in terms of faculty, infrastructure, international partnerships, industry support, etc. IIM Tiruchirappalli leads among the new IIMs in terms of faculty strength as well as quality. We have ***thirty-one*** faculty members, all PhDs from reputed business schools and universities in India and abroad. We have tie-ups with reputed business schools across the globe for our student exchange programmes. As a PGPM student, you may get an opportunity for the student exchange programme with one of our global partnering institutes.
3. Besides PGPM, we also have three other programmes offered from our Trichy Campus i.e. Post Graduate Programme in Management - Human Resources (PGPM-HR), Doctoral Programme in Management (DPM) and Executive Doctoral Programme in Management (E-DPM), leading to the award of MBA and PhD Degrees, respectively. IIM Tiruchirappalli also has a Campus in Chennai where we offer a Post Graduate Programme in Business Management (Executive Programme) for Working Executives.
4. Tiruchirappalli (Trichy in short) has a rich cultural heritage. Trichy is centrally located in Tamil Nadu, which makes it easy to visit prominent tourist attractions that include World Heritage sites of Thanjavur, Mahabalipuram and Gangaikonda Cholapuram, natural escapades of Coutrallam Falls and Kanyakumari, hill stations at Munnar, Kodaikanal and Ooty; and the exotic Indo French enclave of Pondicherry. Trichy has excellent connectivity to Chennai and other major cities of Tamil Nadu and neighboring states by road, rail and air. Trichy is also well connected to international destinations such as UAE, Singapore, Malaysia, Thailand and Sri Lanka with direct non-stop flights on a daily basis.
5. IIM Tiruchirappalli is located on a 175-acre state of the art campus about 11 km from the Trichy international airport. The campus has modern hostels, a well-designed academic block and an ultra-modern Learning Resource Center (LRC). The hostels are comfortable with air conditioning provided during the night. The campus also has a student mess, canteens and other essential facilities. IIM Tiruchirappalli has excellent facilities for Indoor and Outdoor games. (**Indoor Games**: Table Tennis, Badminton, Pool Table, Gymnasium are ready to use. Lawn-Tennis and Squash courts will be ready in due course of time. **Outdoor Games**: Cricket, Football, Volleyball, Basketball with floodlights are ready to use along with a fully functional Swimming Pool in the Sports Complex.)
6. All classrooms and hostels in IIM Tiruchirappalli are Wi-Fi enabled. Wired LAN ports are also available in all the rooms of the hostels. IIMT has a world-class Learning Resource Centre that fosters an enriching, collaborative learning environment. This infrastructure facilitates a rich learning environment, both inside and outside the classroom.
7. IIMT also offers several other executive training programmes for various Public and Private sector companies, industry bodies and the Government. IIMT also offers professional development programs for academicians of different Institutions and Universities, including Deans, Directors, Vice-Chancellors and BoG Members.
8. This offer of admission is subject to the following conditions:
    a. Satisfying the requirements/conditions mentioned in the Explanatory Note to the Admission Offer to the Post-Graduate Programme in Management (2022-24) attached to this letter.
    b. **Remittance of Offer Acceptance Amount (OAA) and Term I fee:**
        i. Remittance of OAA of ***Rs. 100000/-***, latest by **5.00pm on 16 May, 2022**, which will be adjusted against Term I fee.
        ii. Remittance of balance Term I fee of ***Rs. 225000/-***, latest by ***5.00pm on 23 May, 2022***.
        iii. The above amount will cover the remainder of the Term I fee, including a refundable caution deposit (Rs.30,000/-) and mess advance (Rs.20,000/-).

iv. Please ensure that you have paid all the dues of Rs. 325000/- towards tuition fee, refundable caution deposit and mess advance for Term I before the applicable due date, as mentioned above

c. **Instructions / Guidelines for making Online Payment:**

i. After logging into the portal, the candidate should click on the status of the respective course (PGPM/PGPM-HR). The candidate will be able to see the details of their status along with the payment button (Pay now). The candidate has to click the "Pay now" button for making the payment of **Rs. *100000/-*** for offered candidates. This payment of Rs. 100000/- may be made later also but within the stipulated time (on or before **5.00pm on 16 May, 2022**).

ii. Those who make the payment will receive the receipt at their email address, and they can also download the same from the payment success page. All the payment receipts can be downloaded anytime by clicking the **"Payment History"** button on the dashboard.

iii. The second installment (balance payment) for the offered candidates can be made within the stipulated time as mentioned above in point no.8 (b.ii). The Personal Data Form can be filled and saved anytime on or before **16th June, 2022**. However, without making the balance payment, the candidates will not be allowed to submit the application form.

iv. Candidates can choose any one of the following payment modes for making online payment:

i. **State Bank of India Payment Gateway details:**

Payment Channel	Trans. Particular	Amount	Transaction charges
INB- SBI (Net Banking)	State Bank of India	All amounts	Rs.5/- per transaction + tax
	Other Banks	All amounts	Rs.10/- per transaction + tax
Debit Card*	RuPay	All amounts	Nil (No charge)
UPI	All banks	All amounts	Nil (No charge)
Credit Card	Visa, Master	All amounts	1.10% of the transaction Amount + tax

***Note: Debit Cards (Master / VISA) will not be accepted.**

ii. Kotak Mahindra Bank Payment Gateway details:

Channel	Pricing Offered
Rupay Debit Card (Irrespective of Txn Amount)	0
Debit Card (< INR 2000) - MasterCard/VISA	0.9%
Debit Card - *Other Merchants (> INR 2000) - MasterCard/VISA	0.9%
Credit Card (VISA/MASTER/RuPay)	0.9%
Credit Card (Amex/Dinners/Others)	2.1%
Net Banking - All Other Banks	8

NetBanking - SBI	13
NetBanking -ICICI Bank	12
NetBanking -HDFC Bank	12
NetBanking -Axis Bank	12
UPI (< INR 2000)	0
UPI - *Other Merchants (> INR 2000)	0
Wallets	1.9%

iii. **ICICI Bank Payment Gateway details:**

Mode of Payments	Commercials Rate
Net Banking (40+ Banks)	Nil
Debit Card	Nil
Credit Card	Nil
NEFT & RTGS	Nil
UPI	Nil

9. Please note that IIM Tiruchirappalli will provide accommodation to the students on a twin sharing basis in the Hostel **(Double Occupancy in the Hostel rooms)**. Kindly note that family accommodation cannot be provided on campus under any circumstances.
10. Please bring your formal attire with you (suit, preferably custom made, black) when you are asked to report to the campus. You will require this while attending company presentations, interviews and other formal occasions.
11. Please go through the **EXPLANATORY NOTE TO ADMISSION OFFER** enclosed with this letter and ensure that you fulfil all the requirements for enrollment as outlined.
12. Although this programme has traditionally been delivered in an ***"In Campus Mode", and this year also we are planning to have it in campus mode,*** depending on the prevailing situation, the Institute reserves the right to hold the classes through ***"Online Mode or Hybrid Mode"*** as and when required. Due to prevailing circumstances, if the Institute decides to go for online or hybrid classes, you will be informed closer to the date of Registration. **In the event of online or hybrid classes, it is strongly advised that you equip your residence with a laptop or desktop having web-camera and adequate internet bandwidth / facility prior to the commencement of the classes.**
13. Kindly fill out the "Personal Data Form" online. Take a print out of the filled-in form and submit the same along with all required documents as mentioned in the admission form at the time of Registration, failing which your admission may stand cancelled.

Please address all correspondence to:

Administrative Officer (Admissions)
Indian Institute of Management Tiruchirappalli
Pudukkottai Road, Chinna Sooriyur
Tiruchirappalli 620 024.
Tel: 0431-2505026/29.
Email: admissions@iimtrichy.ac.in

भारतीय प्रबन्धन संस्थान तिरुचिरापल्ली
Indian Institute of Management Tiruchirappalli
(An Institute of National Importance, Ministry of Education (Shiksha Mantralaya), Government of India)
तिरुचिरापल्ली - 620 024, तमिल नाडु, भारत
Tiruchirappalli - 620 024, Tamil Nadu, India
Phone : + 91 431 2505000, Fax : + 91 431 2501124
Email : iimt@iimtrichy.ac.in Website : www.iimtrichy.ac.in

I look forward to welcoming you to the IIM Tiruchirappalli family.

Best wishes

Dr. Prashant Gupta
Chairperson Admissions
IIIM Tiruchirappalli

Encl.: Explanatory Note to Admissions offer along with Enclosure I.

Criteria 5- Student Support and Progression

Key Indicator 5.2.1

5.2.1 Percentage of placement of outgoing students and student progressing to higher education during the year 2021-22

Academic Year 2021-22

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2021-22

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2022	Mohammad Sohail Mohammad Sabir Manyar	Civil Engineering	2022	T-THREE INSURANCE SURVEYOR AND LOSS ASSESSOR PVT. LTD. S-187, Corporate Wing, Haware Fantasia Business Park, Plot No 47, Sec- 30 A, Vashi, Navi Mymbai, 400705, Tel: 022 4979 6821	240001
2	2022	Sahil Sameer Shaikh	Civil Engineering	2022	T-THREE INSURANCE SURVEYOR AND LOSS ASSESSOR PVT. LTD. S-187, Corporate Wing, Haware Fantasia Business Park, Plot No 47, Sec- 30 A, Vashi, Navi Mymbai, 400705, Tel: 022 4979 6821	240001
3	2022	Chaitali Prabhakar Patil M	Civil Engineering	2022	T-THREE INSURANCE SURVEYOR AND LOSS ASSESSOR PVT. LTD. S-187, Corporate Wing, Haware Fantasia Business Park, Plot No 47, Sec- 30 A, Vashi, Navi Mymbai, 400705, Tel: 022 4979 6821	240001
4	2022	Ujwal Wagh	Civil Engineering	2022	S.A.SAWANT CONSTRUCTIONS PVT LTD Plot No 9, Krishanashray Bunglow, Garden Homes Society, Lokmanya Nagar, Gangapur Road Nasik -422002, Tel: (02555)224880	144000
5	2022	Patil Chetan Asaram	Civil Engineering	2022	SVKM Mumbai SVKMs NMIMS New Building, 10th floor, West wing, V. L. Mehta road Vile Parle (West) Mumbai-400056, Tel: 42199999	240000
6	2022	Durgesh Yeole	Civil Engineering	2022	Capgimini Yosemite - Block A, Airoli, Navi Mumbai, Maharashtra 400708	261936
7	2022	Tushar Chaudhary M	Civil Engineering	2022	VISHAL EXPERTS SERVICES 201, Rasmiraj Apartment, Final Plot No. 66, City Serve C. No. 1554, Shivajinagar, Pune- 411005	350000
8	2022	Pranjal Pramod Sonawane	Civil Engineering	2022	Fujitsu consulting india private limited A-15, MIDC Technology Park, Talwade Pune-411062	300000
9	2022	Mayur Kachave	Civil Engineering	2022	Unique Facade Aluminium Works Mussafah M-37, Abu Dhabi, UAE, Tel: +97125825897	680000
10	2022	Nisarga Dhamane	Civil Engineering	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
11		Nisarga Dhamane	Civil Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
12	2022	Prathmesh Bhamare	Civil Engineering	2022	Girish Jamanadas Chandak Contractors Nirmiti Infra, A2/102, Shri Parshwa Nagar Housing Society,	180000

13	2022	Rakshita Nikam	Civil Engineering	2022	Gsource Technologies Pvt. Ltd GWV7+5G2 Nyati Tech Park, 4th floor, Digambar Nagar, Wadgaon Sheri, Pune, Maharashtra 411014	192450
14	2022	Sakshi Jadhav	Civil Engineering	2022	THYROCARE TECHNOLOGIES LIMITED D-37/1, TTC MIDC, Turbhe Navi Mumbai- 400703, India, Tel: 022-3090000	304504
15	2022	Shubham Pawar	Civil Engineering	2022	Varahmurti Flexirub INdustries Pvt. Ltd. Shree Krishna Polymers Survey No. 568, Village Lilora Opposite Darshan Hotel Taluka Waghodiya, Halol - Vadodara Rd, Vadodara, Gujarat 391510	268260
16	2022	Pawar Mayur Sanjay	Civil Engineering	2022	Ashish Patwari , Engineers & Contractor1506,Murlidhar Complex ,Agra Road ,Dhule,02562-282505	168000
17	2022	Shikalgar Sohail Haroon	Civil Engineering	2022	Ashish Patwari , Engineers & Contractor1506,Murlidhar Complex ,Agra Road ,Dhule,02562-282505	168000
18	2022	Patel Mohd Faisal Ameen	Civil Engineering	2022	Ashish Patwari , Engineers & Contractor1506,Murlidhar Complex ,Agra Road ,Dhule,02562-282505	168000
19	2022	Shaikh Mdfaizan Arifbashir	Civil Engineering	2022	A.P.Taneja,Govt. Civil Contractor Plot no 9 , Padvi Society,Sakri road ,Dhule , 424001	168000
20	2022	Dalwale Pavan Madan	Civil Engineering	2022	Vasant Chavan , Engineers & ContractorNear Police Ground,Dhivaji Chouk,Chalisgaon	156000
21	2022	Patil Tejas Bhagwan	Civil Engineering	2022	Vasant Chavan , Engineers & ContractorNear Police Ground,Dhivaji Chouk,Chalisgaon	156000
22	2022	Badgujar Shubham Pundlik	Civil Engineering	2022	Vasant Chavan , Engineers & ContractorNear Police Ground,Dhivaji Chouk,Chalisgaon	156000
23	2022	Patil Prathamesh Rajendra	Civil Engineering	2022	Vasant Chavan , Engineers & ContractorNear Police Ground,Dhivaji Chouk,Chalisgaon	156000
24	2022	Deore Mohanish Chandrakant	Civil Engineering	2022	A.P.Taneja,Govt. Civil Contractor Plot no 9 , Padvi Society,Sakri road ,Dhule , 424001	168000
25	2022	Jagtap Pratik Sanjay	Civil Engineering	2022	A.P.Taneja,Govt. Civil Contractor Plot no 9 , Padvi Society,Sakri road ,Dhule , 424001	168000

Mr. Yogesh Bafna/Mr. Deepak Singh Baghel
TPO Department of Civil Engineering

Mr. Karan Sharma
TPO SVKM IOT

Shri Vile Parle Kelavani Mandal's ★ Institute of Technology ★ DHULE

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2021-22

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2022	Abhishek Jawaharlal Yadav	Computer Engineering	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
2	2022	Amruta Anil Patil	Computer Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
3	2022	Amruta Anil Patil	Computer Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
4	2022	Ankush Gautam Patil	Computer Engineering	2022	Persistent System Plot No 39, Phase I, Rajiv Ghandhi Information Technology Park Hinjawadi Pune, Maharashtra India 411057	430008
5	2022	Ansari Mohammad Waseem	Computer Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
6	2022	Ansari Nabeel Ahmad	Computer Engineering	2022	IDBI Intech Ltd IDBI Building , First floor, Plot no. 39-41 sector 11 CBD Belapur, Navi Mumbai 400614 Tel: (+9122) 39148000	325000
8	2022	Bhagyasluri Ravindra Suryawanshi	Computer Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
9	2022	Damini Kishor Mahale	Computer Engineering	2022	Zensar Technologies Pvt. Ltd. Plot No 4, MIDC Kharadi, Off Nagar Road, Pune 411014 Tel: +2066074000	400000
10	2022	Darshana Anil Borse	Computer Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
11	2022	Darshana Anil Borse	Computer Engineering	2022	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	310000
12	2022	Dhaval Doshi	Computer Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
13	2022	Dhaval Doshi	Computer Engineering	2022	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	310000
14	2022	Divya Rajesh Surana	Computer Engineering	2022	Virtusa SDF-V, Unit No.133, Seepz, Andheri East, Mumbai, Maharashtra 400096 Tel: 022 4202 8400	650000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
15	2022	Divya Rajesh Surana	Computer Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
16	2022	Divya Rajesh Surana	Computer Engineering	2022	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
17	2022	Divya Rajesh Surana	Computer Engineering	2022	Apisero Global Integration Solutions Pvt Ltd. , B205-A, Level, Teerth Technospace, 2nd Floor, Old Mumbai Rd, behind Mercedes, Showroom, Baner, Pune, Maharashtra 411045	510000
18	2022	Dnyanal Arun Gavale	Computer Engineering	2022	Birlasoft Ltd.	400000
19	2022	Gaurav Anil Shimpi	Computer Engineering	2022	Zensar Technologies Pvt. Ltd. Plot No 4, MIDC Kharadi, Off Nagar Road, Pune 411014 Tel: +2066074000	400000
20	2022	Gayatri Vilas Patil	Computer Engineering	2022	Hexaware Technologies, Bldg No. 152, Millenium Business Park, Sector III A, TTC Industrial Area, Mahape, Navi Mumbai, 400710 Tel: +912267919595	400000
21	2022	Gayatri Vilas Patil	Computer Engineering	2022	Birlasoft Ltd. Block no. 202, 2nd floor, Akshay Complex, Near Ganesh Temple, off Dhole Patil Road, Pune - 411 001 · +91 20 2616 0084 | 2616 1629	400000
22	2022	Hitesh Nikam	Computer Engineering	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
23	2022	Janvi Balbir Rajput	Computer Engineering	2022	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
24	2022	Janvi Balbir Rajput	Computer Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
25	2022	Janvi Balbir Rajput	Computer Engineering	2022	Evosys, 11th floor, kataria arcade, S. G. Highway, Makaraba, Ahmedabad- 380051 Tel: +917966823300	360000
26	2022	Janvi Balbir Rajput	Computer Engineering	2022	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	310000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
27	2022	Jaydatta Bhalchandra Patil	Computer Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
28	2022	Kalyani Vikas Deore	Computer Engineering	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	225000
29	2022	Ketaki Prakash Patil	Computer Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
30	2022	Ketaki Prakash Patil	Computer Engineering	2022	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	310000
31	2022	Kilaskar Mohini Chudaman	Computer Engineering	2022	Persistent System Plot No 39, Phase I, Rajiv Ghandhi Information Technology Park Hinjawadi Pune, Maharashtra India 411057	430008
32	2022	Kilaskar Mohini Chudaman	Computer Engineering	2022	Sankey Solutions, 102/B-Wing, LODHA SUPREMUS, II, Rd Number 22, Wagle Industrial Estate, Thane West, Thane, Maharashtra 400604, Tel: 082916 45656	300000
33	2023	Kirtish Bhalchandra Wankhedkar	Computer Engineering	2022	GroupM (Data anayst)	350000
34	2022	Kishan Pawar	Computer Engineering	2022	Byju's 2nd Floor, Tower D, IBC Knowledge Park, 4/1, Bannerghatta Main Road, Bengaluru, Karnataka, India	210000
35	2022	Kushal Rajesh Kochar	Computer Engineering	2022	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	310000
36	2022	Manasi Kulkarni	Computer Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
37	2022	Manasi Kulkarni	Computer Engineering	2022	Winjit Technology Pvt. Ltd Plot No C1/1, A Road NICE, MIDC Satpur Nashik 422007	285000
38	2022	Manasi Kulkarni	Computer Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
39	2022	Mayank Manish Gindodiya	Computer Engineering	2022	Persistent System Plot No 39, Phase I, Rajiv Ghandhi Information Technology Park Hinjawadi Pune, Maharashtra India 411057	430008
40	2022	Meghal Jambhale	Computer Engineering	2022	BETSOL, Bridge Software Park, 7th Floor, East Wing, Block B, BSK Second stage, Banglore 560070 Ph: 08026710458	550000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
41	2022	Meghal Jambhale	Computer Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
42	2022	Neha Prabhakar Baviskar	Computer Engineering	2022	vTech Solutions Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
43	2022	Neha Rajendra Saindane	Computer Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
44	2022	Neha Rohit Baisane	Computer Engineering	2022	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
45	2022	Neha Sunil Yeolekar	Computer Engineering	2022	Persistent System Plot No 39, Phase I, Rajiv Ghandhi Information Technology Park Hinjawadi Pune, Maharashtra India 411057	430008
46	2022	Neha Sunil Yeolekar	Computer Engineering	2022	UpGrad Nishuvi Ground Floor-75, Dr. Annie Besant Road, Worli, Mumbai-400018 L: +912261562100	750000
47	2022	Nikita Hire	Computer Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
48	2022	Nikita Hire	Computer Engineering	2022	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	310000
49	2022	Pallavi Sahebrao Patil	Computer Engineering	2022	Zensar Technologies Pvt. Ltd. Plot No 4, MIDC Kharadi, Off Nagar Road, Pune 411014 Tel: +2066074000	400000
50	2023	Patil Kunal Vinod	Computer Engineering	2022	Fiserv Fiserv India Private Limited, Ground, First, Second and Third Floor, Trion Business Park, Nagar Road, Vadgaonsheri, Pune - 411014.	490000
51	2022	Patil Nishant	Computer Engineering	2022	Appcore Bestech Business Tower, B-216 Second Floor, Sector 66, Sahibzada Ajit Singh Nagar, Punjab 160066 Phone: +91-7347307242	420000
52	2022	Patil Sachin Ananda	Computer Engineering	2022	Octal Infotech Amby Valley Arcade, 245-246, Nr. Manisha Garnala, Uttran, Surat, Gujrat 394105	340000

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2021-22

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
53	2022	Payal Anil Badgujar	Computer Engineering	2022	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	310000
54	2022	Piyush Vinod Kasar	Computer Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
55	2022	Praful Sanjay Pawar	Computer Engineering	2022	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	310000
56	2022	Punam Mahendra Patil	Computer Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India. Tel: +912271444283	400000
57	2022	Punam Mahendra Patil	Computer Engineering	2022	Sankey Solutions, 102/B-Wing, LODHA SUPREMUS, II, Rd Number 22, Wagle Industrial Estate, Thane West, Thane, Maharashtra 400604, Tel: 082916 45656	300000
58	2022	Ritesh Dharmendra Kulkarni	Computer Engineering	2022	Triarq Health LLP 5th Floor Rushiraj Tower, Jehan Circle Gangapur Road Nasik-422013 Tel: +91-253-2344395/96	261300
59	2022	Ritesh Dharmendra Kulkarni	Computer Engineering	2022	Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India. Tel: +91 40 3063 6363	325000
60	2022	Ritesh Dharmendra Kulkarni	Computer Engineering	2022	eClinicalworks India Pvt. Ltd.	275000
61	2022	Rushikesh Gulabrao Patil	Computer Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
62	2022	Sachin Anil Lulla	Computer Engineering	2022	Persistent System Plot No 39, Phase I, Rajiv Ghandhi Information Technology Park Hinjawadi Pune, Maharashtra India 411057	430008
63	2022	Sachin Anil Lulla	Computer Engineering	2022	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	310000
64	2022	Sakshi Darbar Rathod	Computer Engineering	2022	NTT DATA, Block 2, 2nd Floor, D7 Plot No. 123, EPIP Phase II, Whitefield Industrial Area Bangalore 560 066 India Tel: +91.80.3342.6000	350000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
65	2022	Sakshi Joshi	Computer Engineering	2022	Persistent System Plot No 39, Phase I, Rajiv Ghandhi Information Technology Park Hinjawadi Pune, Maharashtra India 411057	430008
66	2022	Sakshi Joshi	Computer Engineering	2022	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	700022
67	2022	Sakshi Sunil Amrutkar	Computer Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra India, Tel: +912271444283	400000
68	2022	Sakshi Sunil Amrutkar	Computer Engineering	2022	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
69	2022	Sayali Ishwar Bagul	Computer Engineering	2022	Sankey Solutions, 102/B-Wing, LODHA SUPREMUS, II, Rd Number 22, Wagle Industrial Estate, Thane West, Thane, Maharashtra 400604, Tel: 082916 45656	300000
70	2022	Shaikh Uzair	Computer Engineering	2022	Persistent System Plot No 39, Phase I, Rajiv Ghandhi Information Technology Park Hinjawadi Pune, Maharashtra India 411057	430008
71	2022	Sharma Antariksh Akhilesh	Computer Engineering	2022	Techlabs	180000
72	2022	Sharma Siddhesh Sanjay	Computer Engineering	2022	Viga entertainment technologies No 26D, 2nd Floor, Veerasandra Industrial Area, Electronic City, Bengaluru, Karnataka 560100, Phone: 01235 442 287	350000
73	2022	Sumit Rajendra Mali	Computer Engineering	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
74	2022	Suraksha Lalit Popali	Computer Engineering	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
75	2022	Suyog Ravindra Patil	Computer Engineering	2022	Hexaware Technologies, Bldg No. 152, Millenium Business Park, Sector III A, TTC Industrial Area, Mahape. Navi Mumbai, 400710 Tel: +912267919595	400000
76	2022	Tejas Bhavsar	Computer Engineering	2022	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	310000

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2021-22

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
77	2022	Tejaswini Manohar Yeole	Computer Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
78	2022	Tejaswini Manohar Yeole	Computer Engineering	2022	Birlasoft Ltd. Block no. 202, 2nd floor, Akshay Complex, Near Ganesh Temple, off Dhole Patil Road, Pune - 411 001 · +91 20 2616 0084 | 2616 1629	400000
79	2022	Tejaswini Manohar Yeole	Computer Engineering	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
80	2022	Uddhav Sharma	Computer Engineering	2022	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	310000
81	2022	Upasana Suresh Patil	Computer Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000

Ms. Vijayalaxmi Bittal
TPO Department of Computer Engineering

Mr. Karan Sharma
TPO SVKM IOT

Shri Vile Parle Kelavani Mandal's Institute of Technology DHULE

Principal
SVKM's Institute of Technology,Dhule

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2021-22

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2022	Devare Kamlesh Dnyaneshwar	Electrical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
2	2022	Mahajan Priyanka Jagdish	Electrical Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
3	2022	Sonkamble Prasad Avinash	Electrical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
4	2022	Jadhav Shubham Rajendra	Electrical Engineering	2022	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	310000
5	2022	Jadhav Shubham Rajendra	Electrical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
6	2022	Jadhav Shubham Rajendra	Electrical Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
7	2022	Jadhav Shubham Rajendra	Electrical Engineering	2022	vTech Solutions 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
8	2022	Khaire Sandip Chindha	Electrical Engineering	2022	Polycab India Ltd; #29, The Ruby, 21st Floor, Senapati Bapat Marg, Tulsi Pipe Road, Dadar (West), Mumbai – 400028 Tel.: +91 22 2432 7070-74	180000
9	2022	Nagapure Ajay Kacheshwar	Electrical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
10	2022	Patil Bhushan Rajendra	Electrical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
11	2022	Shaikh Mohammad Haris	Electrical Engineering	2022	Polycab India Ltd, #29, The Ruby, 21st Floor, Senapati Bapat Marg, Tulsi Pipe Road, Dadar (West), Mumbai – 400028 Tel.: +91 22 2432 7070-74"	180000
12	2022	Chaudhari Darshana Pravin	Electrical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
13	2022	Patil Varsha Santosh	Electrical Engineering	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
14	2022	Jakatdar Vedant Sagar	Electrical Engineering	2022	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
15	2022	Hajare Hariom Sanjay	Electrical Engineering	2022	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
16	2022	Devkar Sachin Raju	Electrical Engineering	2022	Pin Click Property Management Pvt Ltd No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No : +91-8047-193000	480000
17	2022	Patil Atul Amrut	Electrical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
18	2022	Kalkate Harshal Manoj	Electrical Engineering	2022	Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India. Tel: +91 40 3063 6363	325000
19		Patil Shubham Rajendra	Electrical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
20	2022	Baviskar Mahesh Pravin	Electrical Engineering	2022	HCL 806, SIDDHARTH, 96, NEHRU PLACE NEW DELHI DL 110019 IN	425000
21	2022	Patil Prafulla Sunil	Electrical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
22	2022	Thakur Yash Chandrakant	Electrical Engineering	2022	COPODS DESIGN TECHNOLOGY SOLUTION LLP A-305, The Capital Building, Baner-Pashan Link Road, Pune, Maharashtra, 411021, India.	600000
23	2022	Patole Monali Anand	Electrical Engineering	2022	QualityKiosk Technologies Pvt Ltd, C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
24	2022	Patil Vivek Ashok	Electrical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
25	2022	Hajare Neha Santosh	Electrical Engineering	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
26	2022	Sonawane Hitesh Dipak	Electrical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
27	2022	Sonawane Charwak Jitendra	Electrical Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
28	2022	Sonawane Rohan Dinesh	Electrical Engineering	2022	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	300000
29	2022	Pendharkar Bhuvnesh Anil	Electrical Engineering	2022	bellfast management private limited No.4809, 8th Floor, Highpoint-IV, Palace Rd, Bengaluru, Karnataka 560001 080-22285744/844/944	380000
30	2022	Patil Tushar Dhanraj	Electrical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
31	2022	Shinde Gayatri Dilip	Electrical Engineering	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	300000
32	2022	Bhamare Mayur Sanjay	Electrical Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
33	2022	Mahajan Jaydeep Ashok	Electrical Engineering	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
34	2022	Sujay Rathod	Electrical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000

Mr. Gaurav Patil
TPO Department of Electrical Engineering

Mr. Karan Sharma
TPO SVKM IOT

Shri Vile Parle Kelavani Mandal's Institute of Technology DHULE

Principal
SVKM's Institute of Technology,Dhule

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2021-22

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2022	Niraj Narendra Bhavsar	Information Technology	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
2	2021	Niraj Narendra Bhavsar	Information Technology	2022	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
3	2021	Niraj Narendra Bhavsar	Information Technology	2022	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	310000
4	2022	Tanvi Sunil Baviskar	Information Technology	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
5	2022	Pritesh Narendra mahale	Information Technology	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
6	2022	Kunal Sunil Badgujar	Information Technology	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
7	2022	Geetanjali Madhukar Wagh	Information Technology	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
8	2021	Durgesh Rajendra Ahirrao	Information Technology	2022	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	310000
9	2022	Piyush Ashok Sonar	Information Technology	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
10	2022	Sameer Jadhav	Information Technology	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
11	2022	Sameer Jadhav	Information Technology	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
12	2022	Bhumika Sunil More	Information Technology	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
13	2022	Patil Mayuri Mahesh	Information Technology	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
14	2022	Riyana Shabbir Pinjari	Information Technology	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
15	2022	Nilima Manoj Patil	Information Technology	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
16	2021	Yuvraj Anil Jadhav	Information Technology	2022	Byju's 2nd Floor, Tower D, IBC Knowledge Park, 4/1, Bannerghatta Main Road, Bengaluru, Karnataka, India	450000

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2021-22

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
17	2022	Harsha Manojkumar Rohira	Information Technology	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
18	2021	Harsha Manojkumar Rohira	Information Technology	2022	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	310000
19	2022	Ashvini Narendrasing Sisodiya	Information Technology	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
20	2021	Kajal Lalwani	Information Technology	2022	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	310000
21	2022	Sayali Bhagwat Chaudhari	Information Technology	2022	Atos Syntel Pvt. Ltd. Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103, India I Tel: +91 44 47423800	340000
22	2022	Shubham Kasture	Information Technology	2022	NTT DATA, Block 2, 2nd Floor, D7 Plot No. 123, EPIP Phase II, Whitefield Industrial Area Bangalore 560 066 India Tel: +91.80.3342.6000	500000
23	2021	Shubham Kasture	Information Technology	2022	UpGrad Nishuvi Ground Floor-75, Dr. Annie Besant Road, Worli, Mumbai-400018 L: +912261562100	750000
24	2022	Mayur Rajesh Thakare	Information Technology	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
25	2022	Mayur Rajesh Thakare	Information Technology	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
26	2022	Ganesh Ashok Hire	Information Technology	2022	Zensar Technologies Pvt. Ltd. Plot No 4, MIDC Kharadi, Off Nagar Road, Pune 411014 Tel: +2066074000	400000
27	2022	Ganesh Ashok Hire	Information Technology	2022	Hexaware Technologies, Bldg No. 152, Millenium Business Park, Sector III A, TTC Industrial Area, Mahape. Navi Mumbai, 400710 Tel: +912267919595	400000
28	2022	Ganesh Ashok Hire	Information Technology	2022	BETSOL, Bridge Software Park, 7th Floor, East Wing, Block B, BSK Second Stage, Banglore 560070 Ph: 08026710458	450000
29	2022	Ajinkya Ramdas Sonawane	Information Technology	2022	5th Floor Rushiraj Tower, Jehan Circle Gangapur Road Nasik-422013 Tel: +91-253-2344395/96	261000
30	2022	Ajinkya Ramdas Sonawane	Information Technology	2022	Emtec 9B, Downtown – The City Center Building, Near Mhatre Bridge, Erandawane, Pune – 411 004. Contact: 020 3018 3000, Fax: 020 3018 3150	450000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
31	2022	Ajinkya Ramdas Sonawane	Information Technology	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
32	2022	Ajinkya Ramdas Sonawane	Information Technology	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	225000
33	2022	Pagare Lalit Suresh	Information Technology	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	225000
34	2022	Pagare Lalit Suresh	Information Technology	2022	NTT DATA, Block 2, 2nd Floor, D7 Plot No. 123, EPIP Phase II, Whitefield Industrial Area Bangalore 560 066 India Tel: +91.80.3342.6000	500000
35	2022	Mayur Sunil Jadhav	Information Technology	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350004
36	2022	Mayur Sunil Jadhav	Information Technology	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	225000
37	2022	Mayur Sunil Jadhav	Information Technology	2022	Triarq Health LLP 5th Floor Rushiraj Tower, Jehan Circle Gangapur Road Nasik-422013 Tel: +91-253-2344395/96	261000
38	2022	Pundlik Ananda More	Information Technology	2022	ActioHX Solutions Pvt. Ltd (Entercoms Inc.), 2nd Floor, M Agile, Pan card club road, Baner, Pune-411045 Phone: +912027402288	196050
39	2022	Pooja Vijay Sharma	Information Technology	2022	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	310000
40	2021	Aashi Manish Agrawal	Information Technology	2022	UpGrad Nishuvi Ground Floor-75, Dr. Annie Besant Road, Worli, Mumbai-400018 L: +912261562100	750000
41	2022	Vipul Ajay Joshi	Information Technology	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
42	2022	Manas Dilip Makade	Information Technology	2022	Capgemini, IT1, IT2, Airol MIDC, Thane Belapur Road, Navi Mumbai 400708, Maharashtra, India, Tel: +912271444283	400000
43	2022	Harshal Sanjay Ghode	Information Technology	2022	vTech Solutions Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
44	2021	Sakshi Jitendra Jain	Information Technology	2022	Microsoft 807, New Delhi House, Barakhamba Road, New Delhi – 110001, India.	1200000
45	2022	Sakshi Jitendra Jain	Information Technology	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2021-22

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
46	2021	Sakshi Jitendra Jain	Information Technology	2022	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
47	2022	Kartiki Agale	Information Technology	2022	vTech Solutions, Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
48	2021	Shubham Ravindra Tamkhane	Information Technology	2022	Winjit Technology Pvt. Ltd Plot No C1/1, A Road NICE, MIDC Satpur Nashik 422007	285000
49	2022	Pooja Katke	Information Technology	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
50	2021	Divyesh Sunil Bramhe	Information Technology	2022	Hidden Brains Infotech Pvt. Ltd. 301, Sachet IV, Prernatirth, Derasar Road, Satellite, Ahmedabad-380015 Phone: +917926925047	300000
51	2021	Krishnai Khairnar	Information Technology	2022	Extramarks Education India Pvt. Ltd.	350000
52	2021	Krishnai Khairnar	Information Technology	2022	UpGrad Nishuvi Ground Floor-75, Dr. Annie Besant Road, Worli, Mumbai-400018 L: +912261562100	750000
53	2022	Mansi Dilip Bhoi	Information Technology	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
54	2022	Patil Dhananjay Kishor	Information Technology	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
55	2022	Shradha Ishwar Vairat	Information Technology	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
56	2023	Akash Kailas Jagdale	Information Technology	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
57	2022	Priyanka Barku Khairnar	Information Technology	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
58	2023	Bhadane Krutika Vilas	Information Technology	2022	VEEFIN Solutions Pvt. Ltd. 601-603, Neelkanth Corporate JT Park, Vidyavihar (W), Mumbai- 86	450000
59	2022	Gurav Megha Mukesh	Information Technology	2022	Siddhatech Software Pvt. Ltd Anamora town center, Chamber Office, office no. 336, fourth floor, east wing. Hadapsar Pune- 411028 MS India, PH no +9860049371	325904
60	2022	Khairnar Priyanka Barku	Information Technology	2022	Fujitsu consulting india PVT.LTD, Pune Tel: +912027690001	250000

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2021-22

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
61	2022	Kulthe Deepa Madhukar	Information Technology	2022	CHAOB Technologies 807, New Delhi House, Barakhamba Road, New Delhi – 110001, India.	300000
62	2022	Suryawanshi Neha Rajendra	Information Technology	2022	Siddhatech Software Pvt. Ltd Anamora town center, Chamber Office, office no. 336, fourth floor, east wing. Hadapsar Pune- 411028 MS India, PH no +9860049371	325904
63	2023	Metkar Vipul Nandkishor	Information Technology	2022	Truglobal 5th Floor, Prestige Sakutaure, 401, Brunton Cross Road, Craig Park Layout, Ashok Nagar, Bengaluru- 560025, Tel: +918067597407	400000

Ms. Ruby Mandal
TPO Department of Information Technology

Mr. Kiran Sharma
TPO SVKM IOT

Shri Vile Parle Kelavani Mandal's Institute of Technology DHULE

Principal
SVKM's Institute of Technology,Dhule

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2021-22

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2021	Patil Akshay Bharat	Mechanical Engineering	2022	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
2	2021	Shaikh Sohail Ahmed Kaleem Ahmed	Mechanical Engineering	2022	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
3	2021	Mahajan Rohit Sunil	Mechanical Engineering	2022	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
4	2021	Sharma Shubham Gopal	Mechanical Engineering	2022	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
5	2021	Sharma Shubham Gopal	Mechanical Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
6	2021	Sharma Shubham Gopal	Mechanical Engineering	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	625000
7	2022	Jain Abhishek Pramod	Mechanical Engineering	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
8	2021	Jain Abhishek Pramod	Mechanical Engineering	2022	Evers E coomerce Pvt. Ltd. Unit No. 801, 8th Floor Kharadi Dhole Patil Farms Road, opposite EON free Zone. Pune 191014	180000
9	2022	Lohar Kaushal Jayant	Mechanical Engineering	2022	Paytm Services Pvt. Ltd. B121, Sector 5, Noida 201301, India, T: +91204770770	227004
10	2022	Patil Gaurav Rajendra	Mechanical Engineering	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
11	2022	Patil Gaurav Rajendra	Mechanical Engineering	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
12	2022	Chaudhari Khushal Chandrakant	Mechanical Engineering	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
13	2022	Kolapkar Varad Laxman	Mechanical Engineering	2022	Pin Click, Property Management Pvt Ltd, No. 94 Amarjyoti Layout Above HDFC Bank, Third Floor Domlur Bangalore, 560071	480000
14	2022	Thakare Kamlesh Pradip	Mechanical Engineering	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
15	2021	Deore Pratik Pandurang	Mechanical Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
16	2021	Sonawane Kuldeep Dinesh	Mechanical Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
17	2022	Shinde Mayur Jayavant	Mechanical Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
18	2022	Dhaybar Ganesh Anant	Mechanical Engineering	2022	AsiaTech Centre, Sunshine Plaza, Station road, Ambedkar Chowk, Pune	229524
19	2022	Sonje Pranil Vikas	Mechanical Engineering	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
20	2022	Ahire Tejas Namdeo	Mechanical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
21	2022	Wagh Gaurav Bharat	Mechanical Engineering	2022	LG Electronics India Pvt. Ltd. Plot No. A5 MIDC Ranjangaon, Taluka Shirur Pune 412220	300000
22	2022	Sonawane Bhushan Subhash	Mechanical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
23	2022	Patil Sushil Prabhakar	Mechanical Engineering	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
24	2022	Kothawade Mayur Sadanand	Mechanical Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
25	2022	Sonar Nishant Nandkishor	Mechanical Engineering	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
26	2022	Sonar Nishant Nandkishor	Mechanical Engineering	2022	T-THREE INSURANCE SURVEYOR AND LOSS ASSESSOR PVT. LTD. S-187, Corporate Wing, Haware Fantasia Business Park, Plot No 47, Sec- 30 A, Vashi, Navi Mymbai, 400705, Tel: 022 4979 6821	240001
27	2023	Prasad Rajan Chulhai	Mechanical Engineering	2022	India hume Pipe Co. Ltd. Construcation House 5, Walchand Hiranchand Road, Mumbai 400001	300000
28	2022	Varade Dipali Bharatarinath	Mechanical Engineering	2022	Minda Corporation Limited (Spark Minda), D-225/1, 226, 227, Chakan Industrial Area, Phase-II, Village-Bhamboli, Tal Khed, Dist Pune-410501, Maharashtra	120000
29	2022	Patil Sumit Gopal	Mechanical Engineering	2022	Palle Technologies 15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road Bommanahalli, Bengaluru-560068 Ltd	240000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
30	2022	Pukale Saurabh Mohan	Mechanical Engineering	2022	T-THREE INSURANCE SURVEYOR AND LOSS ASSESSOR PVT. LTD. S-187, Corporate Wing, Haware Fantasia Business Park, Plot No 47, Sec- 30 A, Vashi, Navi Mymbai, 400705, Tel: 022 4979 6821	240001
31	2023	Parkhe Akhilesh Sharad	Mechanical Engineering	2022	Ujwal Automotive Pvt. Ltd. Mumbai Agra Road Awdhan, Dhule 424311	120000
32	2022	Borse Pranjal Vikas	Mechanical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
33	2023	Khairnar Mayur Kailas	Mechanical Engineering	2022	MSL Driveline Systems Limited Plot no 89/1, Satpur, Nasik 422007, Tel: +91-253-6610500	216000
34	2022	Kyawal Gaurav Sanjay	Mechanical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
35	2023	Mali Pratik Mohan	Mechanical Engineering	2022	MSL Driveline Systems Limited Plot no 89/1, Satpur, Nasik 422007, Tel: +91-253-6610500	209028
36	2022	Yogesh Mangesh More	Mechanical Engineering	2022	Nitiraj Engineers ltd J-25,26, MIDC Awdhan Behind Toyota Showroom, Near Toll Naka, Dhule, Maharashtra 424006, Tel: 02562295081	114000
37	2022	Patil Nilesh Gokul	Mechanical Engineering	2022	QualityKiosk Technologies Pvt Ltd, C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	350000
38	2022	Marathe Girish Uttam	Mechanical Engineering	2022	Nitiraj Engineers ltd J-25,26, MIDC Awdhan Behind Toyota Showroom, Near Toll Naka, Dhule, Maharashtra 424006, Tel: 02562295081	180000
39	2022	Jagtap Rushikesh Ravindra	Mechanical Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
40	2022	Jagtap Harshada Shamkant	Mechanical Engineering	2022	Atlas copco (India) Ltd. block No. D/1, Plot No. 24, Opposite bird valley, Garden Pimpri chinchwad, Pune	288000
41	2023	Jadhav Jayesh Sunil	Mechanical Engineering	2022	MSL Driveline Systems Limited Plot no 89/1, Satpur, Nasik 422007, Tel: +91-253-6610500	216000
42	2022	Hire Chirag Mahendra	Mechanical Engineering	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
43	2022	Hire Chirag Mahendra	Mechanical Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
44	2022	Gharate Dhiiraj Dipak	Mechanical Engineering	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	350000
45	2022	Gharate Dhiiraj Dipak	Mechanical Engineering	2022	Winjit Technology Pvt. Ltd Plot No C1/1, A Road NICE, MIDC Satpur Nashik 422007	285000
46	2022	Deore Ganesh Ashok	Mechanical Engineering	2022	Focus Edumatics , #31, 4th Floor[Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
47	2022	Ahire Ruchita Satish	Mechanical Engineering	2022	Extramarks Education India Pvt. Ltd. Extramarks Education India Pvt. Ltd. Plot No, 95B, Sector 136, Noida, Uttar Pradesh 201304.	350000
48	2022	Ahire Ruchita Satish	Mechanical Engineering	2022	JSW Steel LTD M2WM+VPR, Dharamtar, Taluka Pen, Dolvi, Maharashtra 402107	550000
49	2022	Ahire Ruchita Satish	Mechanical Engineering	2022	Sankey Solutions, 102/B-Wing, LODHA SUPREMUS, II, Rd Number 22, Wagle Industrial Estate, Thane West, Thane, Maharashtra 400604, Tel: 082916 45656	300000
50	2023	Ahirrao Om Machhindra	Mechanical Engineering	2022	Kochasoft India Pvt. Ltd. Regus Peninsula Business Center, Amara Sri, 455/313, Block No 75, 7th floor, Anna Salai, Teynampet, Chennai - 600018, India	250000
51	2022	Chotmurada Kiran Rajeshkumar	Mechanical Engineering	2022	T-THREE INSURANCE SURVEYOR AND LOSS ASSESSOR PVT. LTD. S-187, Corporate Wing, Havare Fantasia Business Park, Plot No 47, Sec- 30 A, Vashi, Navi Mymbai, 400705, Tel: 022 4979 6821	240001
52	2022	Chotmurada Kiran Rajeshkumar	Mechanical Engineering	2022	Focus Edumatics ,No. 1605, 3rd Floor, BMH-Srinaivas Complex, Trichy Road Coimbatore-641018	252000
53	2022	Bedmutha Sudeep Ravindra	Mechanical Engineering	2022	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
54	2021	Bedmutha Sudeep Ravindra	Mechanical Engineering	2022	Wipro Limited, Dodda Kannelli, Sarjpur Road, Bengaluru 560035	350000
55	2022	Chaudhari Nikhil Yuvraj	Mechanical Engineering	2022	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2021-22

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
56	2022	Fulzade Anish Mahesh	Mechanical Engineering	2022	T-THREE INSURANCE SURVEYOR AND LOSS ASSESSOR PVT. LTD. S-187, Corporate Wing, Haware Fantasia Business Park, Plot No 47, Sec- 30 A, Vashi, Navi Mymbai, 400705, Tel: 022 4979 6821	240001
57	2023	Gote Akash Sahebrao	Mechanical Engineering	2022	Mawai Infotech Ltd. Corporate office A164 Sector 63 Noida UP india	240000
58	2022	Yelpale Ganesh Bharat	Mechanical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
59	2022	Pawar Rohit Vibhuti	Mechanical Engineering	2022	ActioHX Solutions Pvt. Ltd (Entercoms Inc.), 2nd Floor, M Agile, Pan card club road, Baner, Pune-411045 Phone: +912027402288	196050
60	2022	Suryawanshi Shubham Sunil	Mechanical Engineering	2022	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	210000
61	2022	Shinde Tejas Harish	Mechanical Engineering	2022	T-THREE INSURANCE SURVEYOR AND LOSS ASSESSOR PVT. LTD. S-187, Corporate Wing, Haware Fantasia Business Park, Plot No 47, Sec- 30 A, Vashi, Navi Mymbai, 400705, Tel: 022 4979 6821	240001
62	2022	Gujar Yadnesh Dhanraj	Mechanical Engineering	2022	T-THREE INSURANCE SURVEYOR AND LOSS ASSESSOR PVT. LTD. S-187, Corporate Wing, Haware Fantasia Business Park, Plot No 47, Sec- 30 A, Vashi, Navi Mymbai, 400705, Tel: 022 4979 6821	240001
63	2022	Punjabi Parth Kailash	Mechanical Engineering	2022	vTech Solutions Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000

Mr. Satish Patil
TPO Department of Mechanical Engineerng

Mr. Karan Sharman
TPO SVKM IOT

Shri Vile Parle Kelavani Mandal's Institute of Technology DHULE

Principal
SVKM's Institute of Technology Dhule

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Higher Education Summary 2021-22

Sr. No.	Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
1	2022	Mayur Pancharia	Computer Engineering	2022	Parul University P.O.Limda, Ta.Waghodia – 391760 Dist. Vadodara, Gujarat (India) info@paruluniversity.ac.in +91-2668-260300	MBA
2	2023	SHAIKH SAHIL SAMEER	Civil Engineering	2022	INDIRA INSTITUTE OF MANAGEMENT PGDM Sarathya", 85/5 B, New Pune-Mumbai Highway, Tathawade, Pune 411033 Contact: +91-7968388889	MBA
3	2023	PAWAR ROHAN VILAS	Civil Engineering	2022	NICMAR Post Office, 25/1, NICMAR University, N.I.A, Balewadi Rd, Ram Nagar, Baner, Pune, Maharashtra 411045	Advance Construction Management
4	2023	BHUSHAN SONAWANE	Civil Engineering	2022	CEPT UNIVERSITY Kasturbhai Lalbhai Campus, University Road, Navrangpura, Ahmedabad-380009, Gujarat India	Master's in Construction Engineering & Management
5	2023	SACHIN DALAL	Civil Engineering	2022	CENTRE FOR DEVELOPMENT OF ADVANCED COMPUTING Ministry of Electronics & Information Technology Government of India	PG Diploma in Big Data Analytics
6	2023	BEDMUTHA SUDEEP RAVINDRA	Mechanical Engineering	2022	Northeastern College of Professional Studies, USA	Master of Professional studies in Analytics Infrastructure Engineering and management

Shri Vile Parle Kelavani Mandal's DHULE Institute of Technology

Principal
SVKM's Institute of Technology,Dhule

Job Offer Letter

JOL Ref: 230110001
Date:28-JAN-2023

To: Mr. Mayur Uddhav Kachave
Passport No: R3626202
Nationality: India
Sub:**Job offer for Civil Engineer.**

Dear,
This letter is in regards to the interview with you on 14-Jan-23 for the Position of **Civil Engineer** .We would like to bring to your notice that you have been selected for the particuler position and we are pleased to offer the job to you.As Below:

Salary	Amount Salary	
Basic Salary	1,200.00	
Transportation	300.00	
Accommodation	300.00	
Food Allownce	500.00	
Others Allownce	200.00	
Total Salary	**2,500.00**	

We are looking for a candidate who is responsible and hard working and has the ability to take challenges.

We hope you agree all the terms and conditions and please sign and return copy to our office

Agree and Sign:

يونيك فاشاد لاعمال المنيوم
U.A.E
Abu Dhabi-U.A.E.
UNIQUE FACADE ALUMINUM WORKS

Regards
Mr.Mohammed Naimuddin Ahmed
General Manager

Strictly Private and Confidential
Date: 21/05/2022
Name: **Ms. Chaitali Prabhakar Patil**

Subject: Letter of Appointment

Dear **Ms. Chaitali Prabhakar Patil**,

This is with reference to your application and subsequent interview you had with us. We are pleased to appoint you as an employee in T-THREE INSURANCE SURVEYOR AND LOSS ASSESSOR PVT. LTD. on the following terms and conditions:

Sr. No.	Particulars	Description
1	Designation	Trainee Engineer
3	Function	Claims Examiner
4	Date of Joining	23/05/2022
5	Job Location	Mumbai

1. REMUNERATION AND PREQUISITES

You will be entitled to the privileges/ benefits as per annexure attached and Taxability of your salary and benefits shall be as per the Income Tax Act and Rules.

2. PERFORMANCE BONOUS

The performance bonus would depend on your individual performance, your input in the company's growth and will be decided by the company at its sole discretion.

3. TAXATION

You will be liable to pay all taxes and liabilities as required under the Indian Income tax Act and Rules 1962 and with the exception of the company's obligation under the Indian tax laws to deduct tax at source from your remuneration, the company assumes no responsibility for your personal tax affair.

4. PROBATION AND CONFIRMATION

4.1 You shall be on probation of 3 months from your date of joining. Unless confirmed in writing, you shall be deemed to continue on probation for a further period of

months an any such period after the initial period of probation shall be deemed to be extended probation.

4.2 During the period of your probation or extended probation, the company would be entitled to terminate your service, without assigning any reason, by giving you one month notice in writing, or payment of one month's base salary in lieu of such notice. In the event of your desiring to leave the services of the company at any time during the period of probation or extended probation, you shall give the company one month notice in writing.

4.3 If any written confirmation or any further notice for extension in notice period is not provided by the company, then the employment is deemed to be confirmed.

4.4 It is agreed that the employee may not terminate his employment at any time before completion of minimum of 2 years of service. Such period is considered as bond period and the employee may terminate his/her employment only after completion of the bond period by providing the Employer with at least 3 months advance notice of his intention to resign.

5. TERMINATION AND RESIGNATION FROM SERVICE

After confirmation, the company would be entitled to terminate the services, without assigning any reason, by giving three months' notice in writing, or payment of these three months base salary in lieu of such notice. In the event of your desiring to leave the services of the company at any time after confirmation, you shall give the company the three months' notice in writing, provided that the company may, at its sole discretion, waive such notice. Should you fail to work through the entire notice period the company shall be at liberty, in addition to any other action that it may take to recover from you compensation for the un-served notice period calculated on a pro rata basis of your salary.

6. POSTING AND TRANSFER

Your services are transferable to any other department, location, and city in India at the company's discretion.

7. OTHER TERMS AND CONDITION

7.1 This appointment is valid, subject to all information, facts, records and figures provided by you to the company being accurate. In case any information and record/s provided by you in the application form and during the discussion with company's representatives found incorrect or false, the company reserves its rights to terminate your services with immediate effect. The company's decision in this respect will be final.

7.2 In matters not specifically enumerated in this letter, such as provident fund, bonus, etc., you will be governed by the respective laws and regulations and also as per the company guidelines that may be applicable to your grade of employment.

7.3 Your appointment and its continuance are subject to your remaining physically and

mentally fit.

7.4 You are acquired to ensure that at all times you will maintain highest ethical and professional standards in your dealing with associates and other people you deal during the course of employment.

7.5 During employment you shall deal with company's money, material and documents with utmost honesty and professional ethics. You shall be liable to make good and pay for any loss caused to the company by your negligence, default or any breach of rules or operational/ administrative instructions as may be issued by the company from time to time.

7.6 During the period of employment with the company or thereafter, you shall not divulge to any third party or use against the interest of the company, any information concerning to the company and its associate companies, their business, finances and/or affairs, data or documents that may come to your possession or knowledge.

7.7 In the event of your service being terminated for any reason whatsoever, or on you leaving the service of the company at any time, you will be obliged to account for and return all property of the company in your possession, charge or custody as per the company's policy. These include but are not limited to keys, dairies, business cards, files and all other items of professional nature, which were acquired or created during your employment, including computer software, phone application, mobile phones, manuals etc.

7.8 During the employment with the company, you shall devote your whole time exclusively for the work as may be assigned to you by the associates from time to time. You shall not engage yourself in any business/ profession, part time work or employment either directly or otherwise during the employment with the company.

7.9 It is your responsibility to read, understand and abide by the company's policy and procedures, corporate policies issued from time to time during your employment. You are required and expected to read and understand all of the above and to strictly adhere to the same. The company reserves its right to take appropriate action, in the event of any breach of the company's policy.

7.10 You shall not sign any contract/s or enter into any binding agreement/s, which are outside your defined authority limits on behalf of the company. You may be authorized from time to time.

7.11 You shall not pledge the company's credit and/or make any representations on behalf of the company unless you are specifically authorized in that regard.

7.12 You shall join us on or before the specified date. In the event you fail to join the company on or before the said date, your appointment stands cancelled without any further intimation. This appointment is subject to your Reference and credential check to the company's satisfaction.

In event of any discrepancy found during the Reference and credential check, the appointment will be terminated forthwith without any notice.

7.13 The terms of your employment may be amended at any time.

8 JURISDICTION

This contract of employment shall be interpreted and governed by the law of India. In case of any dispute/s relating to your employment with the company and issue which are required to be resolved in court of law and the courts in Mumbai shall have the jurisdiction.

In accordance with the standard practice of the company, we respect you to treat the terms of your employment and your compensation as confidential. Disclosure of the same will be treated as breach of trust and will be reviewed surely by the company.

Finally, Ms. Chaitali Prabhakar Patil, we very much look forward to welcoming you to T-THREE Insurance Surveyor And Loss Assessor Pvt. Ltd. And we hope you will have a long and fruitful career with us. We are sure that you will make a very important contribution to the company's growth and development.

This appointment letter is being issued in duplicate and we would request you to sign a copy and return it in confirmation of your having understood and accepted the above terms and conditions.

With Regards,

For T-THREE Insurance Surveyor And Loss Assessor Pvt. Ltd.

SMITA DHARMADHIKARI
HR

ACCEPTANCE

I have read and understood the above terms and conditions and I hereby accept this offer of employment and agree to the above terms and conditions with T-THREE Insurance Surveyor And Loss Assessor Pvt. Ltd.

Signature _____ Place _____ Date _____

Offer of Employment

To

Mohini Kilaskar,

Mumbai,

Date: 27th November 2021

Dear Mohini Kilaskar,

We are extremely pleased to offer you a position of "**Solution Analyst**" with Sankey Business Solutions. You will be required to report at 901, Lodha Supremus II, Wagle Estate, Thane (W) 400 604. Your date of joining is 1st December 2021.

Type of work

As a Solution Analyst, you will be required to learn multiple technologies and tools that is required to solve client's business problems you will also be expected to take initiative and additional responsibility in any other activity that requires traction in our company at a particular time.

It is our pleasure to extend the following offer of employment to you.

- You will be on Internship for six months during which your salary will be Rs.180,000/ year. Post 6 months' probation your annual CTC will be revised to Rs.300,000/year. All of the above will be dependent on the performance.
- There will be a performance incentive of Rs.25,000/- as a part of this annual package, to be given after completion of 1 year at Sankey Business Solutions, as a full-time employee, subject to individual and company performance.
- The offer of employment with Sankey Business Solutions is dependent on your performance during probation with us. Details of your variable payment parameters are annexed with this letter (Annexure I).

- We would expect you to be aligned with our company goals and policies, as well as committed to its deliverables, during the period of employment.
- You are required to send acceptance of this offer letter by signing each page, scanning it and emailing it by **27th, November 2021** failing which Company will have right to withdraw the offer letter.
- Also post acceptance, during joining, you will be required to submit photocopies of following documents:

  1. Proof of Academic Qualification (Class 10th Equivalent and above):

- 10th & 12th mark lists
- Under graduate / degree mark list and degree certificates
- Post-Graduation mark list and degree certificates (if any)
- Other qualifications - mark lists and certificates (if any)

  2. Proof of identity i.e. PAN card, driving license, Electoral card
  3. Photographs (2 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of employment with us will be exciting, rewarding and full of learnings.

Best Regards,



Sandeep Patil

Director,

Sankey Business Solutions

Email - sandeep@sankeysolutions.com

Ph: +91 9765159999

The content of salary breaks up of

Rs.300,000/- is as below:

SALARY PACKAGE ON COST TO COMPANY BASIS		
ANNEXURE I		
COMPONENTS	**MONTHLY**	**ANNUAL**
Basic	8700	104400
HRA	4350	52200
Travel Allowance	1900	22800
Medical Allowance	1250	15000
Other Allowance	5673	68076
Gross Salary	**21873**	**262472**
Deduction:		
Provident Fund	1044	12528
Professional Tax	200	2500
ESIC	0	0
Total Deduction	1244	15028
Net Salary	**20629**	**247444**
Other		
ESIC (Employer)	0	**0**
EPF (Employer)	1044	**12528**
CTC without Bonus	**22917**	**275000**
Variable Pay		**25000**
CTC (Including Bonus)		**300000**

APPENDIX A

Employment Terms and Conditions: -

Profile Verification -

This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.

Employee Duties and Responsibilities-

You will be starting at the Company at the designated position as per the Offer Letter. However, you will be expected to perform the duties and responsibilities of the roles that will be assigned to you time to time by the Company.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. You are expected to show this level of commitment for tasks that are part of your job profile and also any other task that you would be reasonably expected to perform during your employment with the Company.

It is your responsibility to ensure quality output in all activities that you engage in either directly as an individual or as a team member/leader. As a full time, employee, you shall devote your time and capabilities for the discharge of your duties and responsibilities. You also agree to not engage in commercial activities that could conflict with your time and availability for delivering your responsibilities with the Company during your employment

with the Company. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.

Tax-

You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.

Increments and Promotions-

Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a regular basis by your managers and by your peers providing the criteria for your increments and promotions. Regular performance reviews will be conducted every six months.

Quality Matters-

You will be required to learn the processes being followed at Sankey Business Solutions from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

Expenses and Reimbursement-

You will be reimbursed necessary and reasonable out-of-pocket expenses incurred by you as part of delivering your responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Company.

Travel-

You may also be required to travel and relocate for project purposes, as part of your employment. You will be intimated ahead of time to give you sufficient time to prepare for this.

Posting / Transfer-

Although your first posting is as per the Offer Letter you are liable to be posted to any department / office of the Company or its partners or customers in India or abroad as required by your job profile and needs of the business at the discretion of the company.

Medical-

Company may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.

Working Hours, Holidays and Leave-

Normal working hours of the company are 9:30AM to 7:30 PM. Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month.
The company also provides 10 annual holidays announced at the beginning of every year. Except for emergencies and medical reasons leave will be granted only on 3 days prior notice and approval by your managers.

Intellectual Property Rights-

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non-Solicitation-

During your employment with Sankey Business Solutions and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to Sankey Business Solutions. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Non-Disclosure-

You agree that all the company and project related information is considered confidential and proprietary to Sankey Business Solutions. You shall hold the same in confidence and shall disclose it only to Sankey Business Solutions officers, directors, or employees with a specific need to know. You will not disclose, publish or otherwise reveal any of the Confidential Information received to any other party whatsoever. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge

or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment.

Non-Compete-

By joining this company in the designated position, you hereby agree to not engage in any competing activity or business, or clients you have worked during the course of your employment and thereafter for a period of 1 year after the termination of your employment with the company. This does not however prevent the employee from seeking employment in other IT companies after termination of employment with Sankey Business Solutions.

Personal Information-

It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally, you will also be required to update the company of changes in your civil or marital status

Termination-

On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company: any material items belonging to the Company per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information), any physical company documents that you may have in your possession any other company assets within your control like apartments, leases etc You are also bound to repay any and all outstanding debts or loans due to the company and the

company is hereby authorized to deduct from any payments due to the employee the amount due to the company. You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contracts.

Breaches and violations-

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to modify/amend terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.

Other Rules and Regulations

During employment you are subject to rules and regulations and policies of the Company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

Notice Period-

A notice of 2 months is required to be served during your employment with the company to terminate this contract. However, during the probation period of employment which is of 6 months, the notice period will be immediate or maximum one month. Notice period is considered to start from the point the termination letter is received to you from the Company. However, when situations warrant, as in the case of breach of policies, the company may

decide to terminate the contract with immediate effect. You may also be requested to extend your period of stay, based on company needs.

Warranty-

You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding to which you are a party.

Jurisdiction-

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Maharashtra shall have the jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments-

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channels.

Sandeep R Patil

Sandeep Patil

Director,

Sankey Business Solutions

Agreed to and accepted:

_____ _____ _____

Candidate Name Signature Date & Place

SERVICE AGREEMENT

This agreement is made between **Sankey Business Solutions** (hereinafter referred to as the "Company") and _____ (hereinafter referred to as the "employee").

Effective Date:

This agreement shall be effective from the date of joining.

Declaration:

I, Mr. / Ms. _____ hereby acknowledge and agreed that I would serve **Sankey Business Solutions** for a period of 18 months from the date of joining. I also agree to, failing of which will result to pay an amount of Rs 75,000 as penalty as well as no personal documents (release letter, experience certificate etc.) will be released to me.

WITNESS:

1) Name: _____ 2) Name: _____

Address: _____ Address: _____

_____ _____

_____ _____

Contact No: _____ Contact No: _____

_____ _____

Candidate Name & Signature Date & Place

Annexure II		
Parameters	**Objectives**	**Target**
Interpersonal Skills	Presentation Skills, highly responsiveness, organizing& planning	20%
Team Development	Team Building, Upgrading the team through learning & process improvement	15%
Technical Competencies	New technology learning, upgrading continuously, Setting process & scaling up- depth wise & breadthwise	25%
Innovation/New business	Ability to come with new ideas, proposals etc.	15%
Quality	Ability to catch quality issues, attention to details, ability to set up quality processes	15%
VOC(Voice of Customer)	Customer satisfaction, client relationship management, Client confidence(Crisis & Experience management)	10%
	Total	**100%**

Grade	Performance
A	Exceed expectation, payment would be given 100%
B	Meet Expectation, payment would be given is 50%
C	Not satisfactory performance, will not be eligible for any given amount 0%



APPOINTMENT LETTER

April 29, 2022

Dear Tejaswini Yeole,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. 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.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the 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.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company’s discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies 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.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro 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.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. 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:

i. 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.
ii. 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.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. 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.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by 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 (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, 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 below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

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

8. Non-Compete

In the course of your employment with the Company you will 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 six (6) 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 customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully 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 willfully 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 to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be*** **liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice 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, formulae, books, documents, cost 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.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

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

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

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

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Tejaswini Yeole, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Tejaswini Yeole

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

a. you being "active" in the services of the company through to retention date as applicable

b. your employment has not been terminated for poor performance or for cause prior to retention date

c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

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

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

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

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

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

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

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

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

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

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

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

   Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

   The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☑ Accept ☐ Decline

☑ **Signature** Tejaswini Yeole 29/4/2022 5:16 PM

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

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

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

24487836

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: September 10, 2022

Dear Baviskar Mahesh Pravin,
58, vrundavan colony
Behind navtej bazar, Dhule,
Maharashtra, India, 424005

Sub: Offer and Appointment letter –Graduate Engineer Trainee

Dear **Baviskar Mahesh Pravin,**

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd.-IOMC** ("HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as [**Graduate Engineer Trainee** in band **E1.1**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **September 15, 2022 .** Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries. In line with the same approach, we look forward to your being flexible towards your placement in **HCL Technologies Ltd.-IOMC**. Your growth in this organization will be in line with your capabilities.

Your terms and conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 425000 per annum outlined in Annexure I.

You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000.** This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

HCL Confidential

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

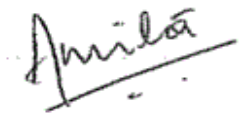
As confirmation of your acceptance, please send an email at HCLB-SchoolRelations@hcl.com within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by **HCL Technologies Ltd.-IOMC** will stand withdrawn without any liability.

As confirmation of your acceptance, please send an email at eschoolinfra@hcl.com within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter noted to you by HCL shall stand withdrawn without any liability.

Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Ltd.-IOMC



Amrita Das
Senior Vice President
Head-Global Rewards

HCL Confidential

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Annexure II

Welcome aboard…

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you for the position of **Graduate Engineer Trainee .** This is to be read in conjunction with the offer & appointment letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

This Annexure lays down the general terms and conditions of employment to **HCL Technologies Ltd.-IOMC (herein referred as "HCL" or "Company")** and is a legally binding document.

1. **Location:**

   Your place of work will be located at **Noida .**

2. **Commencement of Employment:**

   Your period of continuous employment with the Company will commence from the date of your joining the Company subject to fulfillment of the other conditions as mentioned on this employment contract.

3. **Medical Checkup:**

   Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when it is required, as per the Company Policies/ client requirement. The fitness testing (and accompanying results) will not lead to any subjective, discriminatory or unethical actions.

4. **Probation**

a) You shall be on probation for a period of **12 months** from the date of your appointment and unless notified in writing, you will be deemed as "confirmed" on completion of your probation period.
b) Your case for permanent absorption in the employment of the Company shall be considered on your satisfactorily completing the probationary period.
c) If during, or on the expiry of, the probation period (initial or extended) the Management finds your performance to be unsatisfactory or that you lack the aptitude for the job or that you are not suitable for the job, or the like, your probationary employment would be liable to be terminated, at any time, without assigning any reason.

5. **HCL Training Program:**

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Training (classroom/on the job) sessions will be conducted after your joining. The training period may be either extended or may be deemed completed earlier, at the discretion of the Management.

6. Notice Period/ Separation:

Your employment with the Company can also be terminated either by the Company or by you by giving the other party 60 days' advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the 'Basic' component of the salary for the balance notice period would be paid to you by adjusting the amounts payable by you to the Company. For the avoidance of doubt, all amounts payable by you to the company would need to be cleared forthwith in the event of such termination. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the 'Basic' component of the salary for the balance notice period along with other amount payable by you to the company, if any. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

7. Increments and Promotions

Your growth in terms of role, compensation etc., in the Company will be based on your performance. Your salary will be subject to annual salary review. Salary adjustments effected at the salary review takes into consideration your job performance, movement of remuneration levels, benefits and conditions. Your anniversary performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter of your anniversary, post which you will be aligned to July/October Cycle, or any other Cycle as per discretion of the Company, depending on your current DOJ/Band/Employee Group.

8. Agreements:

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

9. Employment of Relatives

At the time of joining, you must declare your family members / relatives working in a direct or indirect supervisory / subordinate relationship or as third party resources in the same work unit (Respective L3 Organization Unit Level). This is required to avoid any conflict of interest. During your employment with the Company, if any of your direct relatives are offered by HCL or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives herein include parents, spouse, brother/s, sister/s and children of the employee.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

10. Background and Reference Check:

This offer of employment is subject to your clearing our BGV process. As a precondition to accept this Offer Letter, you hereby give your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary and further agree that any misrepresentation in this regard or your failure to clear the BGV process shall give rise to the withdrawal of this offer of employment, and any employment contract which may have been subsequently executed shall be deemed void and ineffectual.

During the terms of employment, the Company may undertake the process of checking credentials of the Employee in terms of education, previous employment(s), and other information provided in the resumes/CVs as submitted by the said Employees, either on its own or with the help of a third party as and when required. For the avoidance of doubt, the Employee's signature in this Agreement constitutes the Employee's express authorization for the Company (or the appointed third party) to conduct a background investigation on his/her credentials, as may be necessary. Furthermore, the Employee agrees to submit himself /herself to random drug /medical testing at any time during the course of employment as permitted by law.

You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.

11. Working Hours:

This division works 24x7 Shifts and you will be required to do so as per the need of the organization. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

12. Mobility:

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises and Country

13. Deputation/ Transfer:

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

14. Retirement:

You will retire from service on attaining superannuation at the age of 58 years.

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

15. Other benefits:

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

16. Transport Facility

You shall be provided the shift cabs for pick and drop from home to office and vice versa within the limit of defined KMs as per applicable transport policy

17. Data Protection:

a) The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
b) The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
c) The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
d) During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
e) The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

18. Exclusivity of service

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

19. Rules, Policies, Procedures:

The Employee must comply at all times with the Company's rules, policies and procedures relating to equal opportunities, harassment, health and safety, e-mail and internet use, and all other rules, policies and procedures introduced by the Company from time to time. For the avoidance of doubt such rules, policies and procedures are not incorporated by reference into this contract and they may be changed, replaced or withdrawn at any time at the discretion of the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of **HCL Technologies Ltd.-IOMC** as applicable to you and the changes therein from time to time.

20. Correctness of the Details Furnished:

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

21. Warranty and Undertaking:

You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment or any of them, in accordance with the terms and conditions of this Agreement.

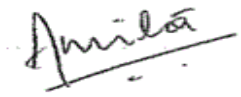
You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

22. Changes to the terms & conditions:

The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
For HCL Technologies Ltd.-IOMC



Amrita Das
Senior Vice President
Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required

Additional documents (To be submitted on request – Only if required)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2. Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

1. The information provided in Resume and background verification form must be same.
2. Information provided in background verification form must be accurate.
3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining (Must be mandatorily uploaded on Discover HCL Portal)	
S. No	**Document Name**
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)
2	Extension Letter (if the Date of Joining in the offer letter is past dated)
3	Passport –Name & DOB page as proof
4	10th Mark sheet, only if passport is not available.
5	PAN Card as ID Proof (Only if passport is not available)
6	Passport Size Photographs (Only with white background)

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

- Please ensure that the copies uploaded are clearly visible as dark and hazy copies are not accepted.
- Please avoid clicking pictures of documents and uploading.
- Please do not send soft copies through Emails.
- Employee must enter/submit correct/accurate Aadhar number on joining portal so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required at the time of filling details on the portal.
- Induction Timings will be circulated to you separately.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- **All storage Media Devices e.g. personal laptop, Pen Drives etc. are not allowed inside the campus**

If requested by the recruiter, you may be required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 10:00 a.m. at your respective location of joining.
If your joining is completed remotely, please submit the requested documents to the HCL Onboarding team within 7 days of your date of joining, either in person or through courier.

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, Gate No. -1 , Akashi Induction Room, Ground Floor, Tower – 1, Hub SEZ,, Plot No 3A, Sector 126, Noida - 201303. UP (India)
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Elcot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Himalaya Induction Room, Level-2, H-01B, Special Economic Zone, Phoenix Infocity Pvt Ltd, -Survey No. 30,34,35 & 38, Hitech city 2, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, IT City, Near Chack Gajaria Farms, Sultanpur Road, Gate No. 1, Tower SDC-02, First Floor – Induction Room-1, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Elcot, IT SEZ , , , Plot No. 5 & 7, Ilanthaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur -441108
11	Coimbatore	State Street HCL Services | Human Resources | Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526|
12	Vijayawada	State Street HCL Services Private Limited, Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

		District 521102

HCL Confidential

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND SOME BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- Basic Salary
- Monthly Allowances
- Retirals & Insurances Benefit

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR. 50,000/- spread over 12 months.

- **Bright Hour Allowance (BHA):** BHA is a non-recoverable monthly earning opportunity payable against a declaration by the employee for his/her availability in the Bright Hours and consent to move to any other OMC at any given time working during Bright Hours.

- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR. 21,000/- (excluding variable component) as per the Payment of Bonus Act.

- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

VARIABLE PAY

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Advance Monthly Performance Bonus (AMPB): A part of variable pay is paid monthly as Advance Monthly Performance Bonus (AMPB) along with other monthly emoluments.The payout against this amount, will be governed by the Global Bonus policy, as amended from time to time.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. Pay-out against this component will be governed by the EPB policy (as amended from time to time) that is applicable to your employee group.

RETIRALS & INSURANCES BENEFIT

You and your dependants will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
- You may refer 'Medical Insurance policy' for further details.

- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

  Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

  *The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days' Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.

- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Annexure V

This Annexure contains the Employee Undertakings which sets forth certain employee obligations with respect to the protection of the confidential information and legitimate business interests of the Company.

As a condition of my employment and/or continued employment with the Company and my receipt of the compensation now and hereafter paid to me by the Company, I agree to the following:

1. Confidential Information:

Company Information: I shall not use, communicate, or disclose, except for the benefit of the Company, any Confidential Information relating to the Company, its corporate parent, or any of their subsidiaries or affiliates (collectively "**Company Parties**"), to which I have been privy to by virtue of being an employee of the Company. I understand that "**Confidential Information**" for this purpose shall mean and include all information, regardless of the form whether oral, written, stored in a computer database or otherwise, which in any way relates to markets, customers (including, but not limited to customers of any of the Company Parties with whom I interacted or with whom I became acquainted while being associated with the Company), products, patents, inventions, know-how, software, procedures, methods, designs, strategies, plans, assets, liabilities, revenues, pricing lists, customer information, profits, organization, employees, agents, distributors or business in general of any of the Company Parties. I understand that Confidential Information and trade secrets do not include any of the items mentioned above, which have become publicly known and made generally available through no wrongful act of mine, or of others who were under confidentiality obligations, as to the item or items involved. I hereby agree to maintain the secrecy and confidentiality of such Confidential Information.

Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity. Further, I will not bring into the Company premises any proprietary information or trade secret of any such employer, person or entity unless consented to in writing by such employer, person, or entity.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Third Party Information: I recognize that the Company has received, and in the future will receive, from third parties their confidential or proprietary information subject to a duty to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and agree to not disclose it to any person, corporation, or entity. I also agree not to use such information except as necessary in carrying out my work for the Company consistent with the Company's Agreement with such third party.

2. Inventions:

Inventions Retained and Licensed: I have shared and declared a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my employment with the Company (collectively referred to as "**Prior Inventions**"), which belong to me, which relate to the Company's proposed business, products or research and development, and which are not assigned to the Company hereunder, or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process, or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

Assignment of Inventions: I agree that I will promptly make full written disclosure to the Company, which will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title, and interest in and to any/all invention(s), original works of authorship, development, concepts improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company (collectively referred to as "**Inventions**"), except as provided in sub-section (e) below. I further acknowledge that all original works of authorship created by me (solely or jointly with others) within the scope of and during the period of my employment with the Company and which are protectable by copyright are "works made for hire", as defined under the local copyright legislations (and all amendments thereto).

Maintenance of Records: I agree to keep and maintain adequate and current written records of all Inventions made by me (solely or jointly with others) during the terms of my

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

employment with the Company. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by the Company. The records will be available to the Company and always remain the sole property of the Company.

Patent and Copyright Registrations: I agree to assist the Company, or its designee, at the Company's expense, in every proper way to secure the Company's rights in the Inventions and any copyrights, patents, mask work rights or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments and all other instruments which the Company shall deem necessary in order to apply for and obtain such rights and in order to assign and convey to the Company, its successors, assigns, and nominees the sole and exclusive rights, title and interest in and to such Inventions, and any copy rights, patents, mask work rights or other intellectual property rights relating thereto. I further agree that my obligation to execute or cause to be executed, any such instrument or papers shall continue after the termination of my employment. If the Company is unable to perfect any right, title, interest because of my mental or physical incapacity or for any other reason to fail to secure my signature to apply for or to pursue any application for any local or foreign patents or copyright registrations covering Inventions or original works of authorship assigned to the Company as above, then I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf to execute and file any such applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent or copyright registrations thereon with the same legal force and effect as if executed by me.

Exception to Assignments: I understand that the provisions of this Annexure requiring assignment of Inventions to the Company do not apply to any invention for which no equipment, supplies, facilities or trade secret information of the Company was used and which was developed entirely on my own time, unless: (i) at the time the Invention was conceived or reduced to practice, it related (A) directly to the business of the Company, or (B) to the Company's actual or demonstrably anticipated research or development; or (ii) the Invention resulted from any work performed by me for the Company. I understand further that the laws of certain states would prohibit the assignment of such Inventions. I will advise the Company promptly in writing of any inventions that I believe meet the criteria of this paragraph.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

3. **Returning Company Documents:** I agree that, at the time of leaving the employment of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, software, databases, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors or assigns.

4. **Notification to New Employer:** If I leave the employment of the Company, I hereby grant consent to the Company to notify my new employer about my rights and obligations hereunder.

5. **Non-Solicitation:** For a period of six (6) months after termination of my employment or cessation of my association with the Company for any reason whatsoever, I shall not, solicit or cause or authorize directly or indirectly to be solicited for employment, or cause or authorize directly or indirectly to be employed on my own behalf or on behalf of any Third Parties, any person who is an employee of the Company. I also agree not to use or disclose to any Third Parties any information obtained by myself while being an employee of the Company concerning the names and addresses of the Company's past and present employees.

6. **Non-Competition**: During 6-month period, immediately following termination of my employment with the Company, unless I receive written authorization from the Company to do so. I will not, directly or indirectly, perform any similar Services for any competing Company including current or former customer and / or prospects of the Company with whom I worked in the past twelve (12) months.

For the purposes of these non-compete provisions, “Similar Services” means, services which meet all or any of the following criteria(s):

i. work in the competing business / product (e.g. Digital Business; Security; Customer Experience; Marketing etc.) or sector (e.g. Financial Services) in which I worked for the Company; where the

ii. nature of work remains the same (e.g. selling ITBS Services; Product Architect) and involves the same end clients or prospects, and is

iii. performed in the same geography / market where I provided services for the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

The Company reserves the right to unilaterally waive this restriction in full or in part at its discretion; the Employee hereby acknowledges and agrees to the same.

In case, the Company initiates separation by way of involuntary termination or redundancy, then this non-compete will not apply.

6. General Provisions Regarding Covenants

Extension of Covenants: If I breach any of my obligations of this Annexure, I understand and agree that the time periods of the obligations that I have breached shall be extended by the period of time of such breach.

Attachment Read, Understood and Fair: I have carefully read and considered the provisions of this Annexure and agree that all of the restrictions set forth are fair and reasonable and are reasonably required for the protection of the interests of the Company and enhancing its goodwill.

7. Protection of Systems & Environment: I agree that during the term of my employment or association with the Company, I shall render services, as directed, in an ethical & professional manner and in accordance with the work related Policies of the Company such as E-mail & Internet Usage Policy, Information Security Policy etc., and their modification from time to time. As a part of my job requirement, I may be required to, or would have access to Company's and Company customer's work and computer environment and, as such undertake not to incorporate into Company's and any customer deliverables, software, computer, network, data or other electronically stored information or computer program or system, any security device, program routine, device, code or instructions (including any code or instructions provided by third parties) or other undisclosed feature, including, without limitation, a time bomb, virus, software lock, drop-dead device, digital rights management tool (including without limitation so-called DRM root kits), malicious logic, worm, Trojan horse, trap door, or other routine, device, code or instructions with similar effect or intent, that may be capable of accessing, modifying, deleting, damaging, disabling, deactivating, interfering with, shutting down, or otherwise harming any software, computer, network, deliverables, data or other electronically stored information, or computer programs or systems,. I understand that any violation or likely violation hereof may expose the Company to enormous losses & damages, including without limitation claims from Company's customers and as such the Company will be entitled to recover all such monies from me.

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

8. **Remedies:** By virtue of the duties and responsibilities attendant with my engagement by the Company, I understand that great loss and irreparable damage would be suffered by the Company if I should breach any of the terms of this Annexure. I acknowledge that each such term is reasonably necessary to protect and preserve the interests of the Company. Therefore, in addition to all other remedies available to the Company at law or in equity, the Company shall be entitled to, without posting a bond, specific performance, a temporary restraining order and a permanent injunction to prevent a breach or the continuation of a breach of any of the terms of this Agreement.

9. **Representations:** I represent that my performance of all the terms of my employment agreement and this Annexure will not breach any confidentiality agreements prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written Agreement in conflict with any of the provisions of the undertakings in this Annexure.

10. **Integration:** I understand and agree that this Attachment is part of my integrated employment Agreement with the Company, and that the general provisions in the Agreement to which this is an attachment including, without limitation, those provisions concerning reformation and severability, shall be applied when interpreting this Annexure.

Accepted

_____

Baviskar Mahesh Pravin
September 10, 2022

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

HCL Technologies will correspond with you on the address & contact details mentioned below :-

Permanent Address: 58, vrundavan colony
Behind navtej bazar, Dhule,
Maharashtra, India, 424005

HCL Confidential

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Email ID: mpbaviskar05@gmail.com
Telephone Number: 9172736474

HCL Confidential

Signature of Employee:



APPOINTMENT LETTER

January 22, 2022

Dear Priyanka Mahajan,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. 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.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the 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.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company’s discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies 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.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro 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.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. 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:

i. 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.
ii. 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.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. 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.

6. Confidentiality:

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

b. In your work for Wipro, 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 below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

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

8. Non-Compete

In the course of your employment with the Company you will 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 six (6) 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 customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully 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 willfully 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 to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation

and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be*** **liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice 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, formulae, books, documents, cost 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.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

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

Yours sincerely,
For **Wipro Limited,**



Aparna Shailen
General Manager - Human Resources

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

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company’s Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited’s (hereinafter to as the “Company”) internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company’s Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as “UPSI”) about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company’s Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to “UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on

the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Priyanka Mahajan, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Priyanka Mahajan

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**

Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

   a. you being "active" in the services of the company through to retention date as applicable

   b. your employment has not been terminated for poor performance or for cause prior to retention date

   c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

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

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

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax

exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

   You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

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

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

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

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

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

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

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

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under ‘Pension’ component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☑ Accept ☐ Decline

☑ **Signature** Priyanka Mahajan 22/1/2022 7:23 AM

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

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035

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

India **C** :L32102KA1945PLC020800

23157084

DocuSign Envelope ID: 9D6B3661-8A4C-4C54-B2C8-4E14ADD96A33

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

May 17,2022

LALIT SURESH PAGARE
SHRI VILE PARLE KELAVANI MANDAL'S INSTITUTE OF TECHNOLOGY
Dear LALIT SURESH PAGARE

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your continuing employment with the Company is subject to your completing the training as given below.
Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Services IT Development Program Senior Associate II** in Grade **5** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, you will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

Please note that the continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Probation period of six (6) months from the date of joining.

Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. **5,00,000** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affi liate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.
The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

DocuSign Envelope ID: 9D6B3661-8A4C-4C54-B2C8-4E14ADD96A33

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
    a. Xth Certificate and mark sheet
    b. XIIth Certificate and mark sheet
    c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:
Urmimala Sarkar
DD4D480B41314B9...

URMIMALA SARKAR
DIRECTOR – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by ***May 20,2022*** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: DocuSigned by: LALIT SURESH PAGARE DB669975E7D4402...

Date: May 17,2022

LALIT SURESH PAGARE

Confidential

DocuSign Envelope ID: 9D6B3661-8A4C-4C54-B2C8-4E14ADD96A33

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

DECLARATION

I,**LALIT SURESH PAGARE** S/o, D/O, W/O Suresh Sadashiv Pagare, having permanent address at Plot no.04,Samta Nagar ,Chakkerbardi road,Dhule,Maharashtra,424001 do hereby acknowledge, represent and confirm to NTT DATA Global Delivery Services Private Limited, (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) that my offer will be subject to:

1. My willingness to relocate to any of the any of the locations of the Company. I agree that the Company reserves the right to depute / transfer my services to any other location/ centres of the Company/ client location/ Group Company in consistence with the Company's business/ project requirement and interests. In case I fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

2. My willingness to work in any of the shifts (i.e. either day or night shifts). I agree that the Company reserves the right to depute me to work in any of the shifts in consistence with the Company's business/ project requirement and interests. In case I refuse to work in any of the shifts as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

3. My willingness to work in any kind of technology/ project. I agree that the Company reserves the right to depute me to work on any kind of technology/ projects in consistence with the Company's business/ project requirement and interests. In case I refuse to work on any kind of technology/ projects as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

I, do hereby verify and declare that the contents of this declaration are true and correct and given with my free will and consent, no part of it is false and nothing material has been concealed therein and I am solely responsible for its accuracy and know of no agreements, obligations or restrictions which prevent or prohibit me from complying with them.

DocuSigned by:
LALIT SURESH PAGARE
SIGNATURE: D4593714...

NAME: LALIT SURESH PAGARE
DATE: May 17,2022
PLACE: Dhule

Offer: Computer Consultancy
Ref: TCSL/DT20206809055/Pune
Date: 12/11/2021

Ms. Sakshi Jitendra Jain
21Jai Mahavir Nagar,
Market Yard,
Dhule-424001,
Maharashtra.
Tel# 91-8007761720

Dear Sakshi Jitendra 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 **₹3,36,877/-** 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 &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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 **₹14,784/-** 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 **₹5,914/-** 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. **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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. 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.

19. 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.

20. 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)

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- 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

21. 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.

22. 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.

23. 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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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.

24. 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.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Sakshi Jitendra 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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
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	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
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 Program.

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

*** 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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 filling 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. 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.

11. 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

ATCPL/CAD/HR/2022-23/153 **05th August, 2022**

Mr. Ganesh Dhaybar,
Nakane Road 54,
Swami Vivekanand Society,
Deopur, Dhule Jaihind Colony,
Dhule, Maharashtra – 424002.

OFFER LETTER

Dear Mr. Ganesh Dhaybar,

We are pleased to offer you the position of **"Design Engineer"** at Asia Tech Center Pvt Ltd**,** on the following terms and conditions:

Please refer your meeting and discussion with us earlier w.r.t existing positions at Asia Tech Center Pvt Ltd**.** We are pleased to offer you appointment at the designation of **"Design Engineer"**, at **IAC Group** in **Pune** Location for which you had interviewed with us.

Your salary will be as mutually discussed and agreed between us. We request you to go through this offer letter and reply us by email the acceptance of the said offer.

Upon your joining and completion of formalities, we will arrange to issue you a detailed appointment letter on the date of your joining with us.

You are requested to carry following documents in original and photocopy along with you as a part of joining formalities. All below mentioned documents should be self-attested.

1. Copy of Resignation letter from previous company duly approved by HR department.
2. Relieving letter from previous company.
3. Proof of Salary – Salary slips for last three months or Bank Statement for last six months.
4. 5 Passport size photographs.
5. Address proof - Copy of electricity bill, phone bill etc.
6. Photo ID proof – Copy of Driving License, Passport etc.

7. Copy of Educational qualifications (SSC/HSC/Graduation/Post Graduations/Others if any).

8. PAN card photocopy.

9. “Medical Certificate" from a registered medical practitioner.

This offer will be valid till 04th August’2022 and you are requested to confirm your acceptance of said offer by email at the earliest. This offer is contingent upon veracity of all information shared, reference checks & completion of all onboarding formalities.

We look forward to your joining Asia Tech Center Pvt Ltd soon. We are sure that you will have a very exciting, enjoyable and fruitful career with the organization.

We take this opportunity to welcome you into the folds of **“Asia Team”**.

Yours Sincerely,

Human Resources
Asia Tech Center Pvt. Ltd.

Compensation Structure

Employee Name : Mr. Ganesh Dhaybar. | **Department : Design**

Date of Joining : 04.08.2022 | **Designation : Design Engineer**

Sr. No	Fixed Compensation	Per Month	Per Annum
A	**Total CTC**	Rs. 22,000.80	Rs. 2,64,009.55
B	**Total Gross**	18,202.00	2,18,424.00
	Basic Salary	11103.22	1,33,238.64
	HRA	4,441.29	53,295.46
	Convenience Allowance	1,250.00	15,000.00
	Educational Allowance	200.00	2,400.00
	LTA	1,207.49	14,489.90
C	**Annual Benefit**		
	Bonus/ Ex-gratia	924.90	11,098.78
D	**Retirement Benefits**		
	Gratuity	534.06	6,408.78
	Employer PF Contribution	1,788.89	21,466.71
	Employer ESIC Contribution	550.94	6,611.28
E	**Employee Deductions**		
	Professional Tax	200.00	2,500.00
	ESIC Contribution	127.14	1,525.68
	Group Accidental Insurance	380.00	4,560.00
	PF Contribution	1,651.29	19,815.43
F	**Net Salary**	Rs. 16,768.47	Rs. 2,01,221.67

Additional Information

Ø New India assurance insurance facility shall be provided as per the policy. ATCPL does not administer the insurance policies/benefits.

Ø Employers contribution to PF includes Provident fund & EDLI administrative charges as well.

Ø Deductions (i.e., PF, PT & Income Tax) are made according to government rules and regulations and may vary as per changes in future.

Ø Organization reserves the right to remove or add the rule and modify the eligibility/guideline without any prior notice.

Ø DOJ may be change as per actual joining.

MAWAI INFOTECH LTD.

(An ISO 9001:2008 Company)

CIN No. : U30007D1998PLC094189
Corp. Office : A-164, Sector-63, Noida-201301 (U.P.) India
Ph : +91 120-4852000
E-mail : info@mawaimail.com, Visit us at : www.mawai.com

MAW/23/SAP/579

Dated : 04/04/2023

To,
Mr. Akash Sahebrao Gote
09, Ramdas Nagar, Sakri Road,
Dhule, Maharashtra 424001

Sub: Offer Letter

Dear Mr. Akash Sahebrao Gote

We are pleased to inform you that you have been selected for the post of **SAP PP Trainee** for our organization. You are advised to join us on or before **10-April, 2023**. Your joining location will be Noida.

Your annual salary on the basis of Cost to Company will be **Rs 2.4 LPA, all inclusive.**

We are looking forward to a long association with you and hope that you shall put in your best in work & responsibilities.

Terms & Conditions:

1. **Transfer:** During your job period you can be placed at any city within India without any condition. In case you refuse to be transferred and take on assignment in any location as directed by the company, this refusal shall be construed to be a major breach of terms and conditions as agreed by you in respect of your employment. In such eventuality, the company shall be fully within its rights to terminate your employment with immediate effect from the date of refusal.
2. **Probation period:** You shall be on probation for a period of 3 months from your date of joining.
3. **Notice Period:** In case of resignation, you have to give 3-month notice period in advance in writing. No relaxation shall be permitted.
4. Your minimum term of employment shall be 2 years from the date of your joining. As mutually agreed, you have to sign a 2 years' service contract with us (including your training period). However, the Company may terminate Your employment at any time even before the lapse of 2 years period of your employment from the date of joining or even during the notice period to be served by you, in case of the breach of the terms of the appointment letter.
5. **Company will conduct background verification with document from last employers in case found any non-compliance then company shall have right to terminate you with immediate effect.**

Thank You.

For Mawai Infotech Ltd.

Sanjay Sharma
(Authorized Signature)
F05- Hiring - Offer Letter Bond (HR-01)

ACCEPTED
I have read over the offer letter and terms and conditions are Acceptable to me.
Document Classification:- Confidential

Scanned with OKEN Scanner

mawai ERP CONSULTANTS

MAWAI INFOTECH LTD.
(An ISO 9001:2008 Company)
CIN No. : U30007D1998PLC094189
Corp. Office : A-164, Sector-63, Noida-201301 (U.P.) India
Ph : +91 120-4852000
E-mail : info@mawaimail.com, Visit us at : www.mawai.com

6. You shall not during the course of your employment with company (in terms of this letter so far as may be proper in the ordinary course of business and for the interest of the company) or at any time thereafter, divulge or make known any information in any way whatsoever relating to the company or its business/or of its customer and/or any other information, secret processes or data and materials, which may come to your knowledge during the course of your employment. You shall always maintain strict secrecy regarding any functional information, business data, and technical information including source code or any other information gained or acquired or imparted to you in the course of your employment. You shall always maintain strict secrecy regarding any technical information/ technical data or any other information/ data related including sales and Marketing gained or acquired or imparted to you in the course of your employment through SAP System or any other source.
Company reserves the right to trace back activities on Information Technology Infra allocated to you during course of your employment or thereafter and take appropriate legal recourse against you in case of breach of the above obligation.
In case of the breach of the conditions of your employment when you are found involved in divulging or making known any technical information/ technical data or any other information/ data including sales and marketing which were gained or acquired or imparted to you in the course of your employment through any source of Company/ client then you shall be liable to pay liquidated damages to the Company which is reasonably assessed at Rs. 50,00,000/- (Rupees Fifty Lakhs), the liquidated damages is in addition to any other claim which the Company may have against you.
During your employment with the company, you shall be governed by the policies of the company, in force or as introduced or amended, from time to time. You shall also be governed by the Company's policies including but not limited to those related to Leave, Provident Fund, Medical Reimbursement, Leave Travel Allowance, Information Security, Performance Appraisal, Travel, Misconduct, Discipline and other matters.

On the day of your joining you have to submit the following documents:-

1. Copy of resume and Offer Letter
2. Copy of Address Proof- Aadhar Card
3. Copy of PAN card
4. Offer Letter/Relieving Letter from current employer
5. Last 3 month's salary Slips/ Certificate from current employer (incase this is not the first employment)
6. 5 Passport size photographs
7. Photocopy of your qualification certificates

For Mawai Infotech Ltd.

Sanjay Sharma
(Authorized Signature)

ACCEPTED
I have read over the offer letter and terms and conditions are Acceptable to me.

Scanned with OKEN Scanner

MAWAI INFOTECH LTD.

(An ISO 9001:2008 Company)

CIN No. : U30007D1998PLC094189
Corp. Office : A-164, Sector-63, Noida-201301 (U.P.) India
Ph : +91 120-4852000
E-mail : info@mawaimail.com, Visit us at : www.mawai.com

ANNEXURE A:

Salary	Monthly (in INR)	Annually (in INR)
Basic	10,000	1,20,000
H R A	4,000	48,000
Special Allowance	6,000	72,000
CTC	**20,000**	**2,40,000**
Employee Pf Deduction	1,200	14,400
Employer Pf Deduction	1,200	14,400
Employee Esic Deduction	150	1,800
Employer Esic Deduction	650	7,800
Salary Inhand	**16,800**	**2,01,600**
Net Salary	**16,800**	**2,01,600**

Note:

***Take home salary will be net of the Income Tax Deduction on your saving under various schemes.**

Thank You,

For Mawai Infotech Ltd.

Sanjay Sharma
(Authorized Signature)

ACCEPTED
I have read over the offer letter and terms and conditions are Acceptable to me.

Scanned with OKEN Scanner

Northeastern
College of Professional Studies

Sudeep Ravindra Bedmutha
183, Nateshwar Colony Nakoda Medical Wakharkar Nagar
Dhule/Maharashtra, 424001
India



CONGRATULATIONS

Northeastern
College of Professional Studies

January 30, 2023

NUID: **002694298**
Campus: **Boston**

Dear Sudeep Ravindra:

It is my pleasure to inform you that you have been accepted into Northeastern University's College of Professional Studies Master of Professional Studies in Analytics program for the Spring 2023 term at the Boston campus with an April start date.

Our regionally accredited programs provide an educational experience that is founded on proven scholarship strengthened through practical application and sustained by academic excellence. Here at the College of Professional Studies, we are committed to providing you with a high level of academic excellence and superior service.

Your acceptance to the College of Professional Studies is granted under the following condition(s):
You must submit your official transcript with degree conferral within your first term of course enrollment. Please refer to the following website on requirements:

- https://cps.northeastern.edu/admissions-aid/international-admissions/applications/

Additionally, your offer of admission is contingent upon your satisfaction of all local, state, and federal laws.

Upon successfully meeting the condition of your acceptance, you will be formally accepted into the program and admitted to the University. If the condition is not met, your conditional admittance will be rescinded and you will not be able to continue to register for classes. Should any changes to your condition of acceptance and/or program requirements occur, you will be notified of the changes and be held to any new standards put in place.

Now that you have been accepted, please confirm that you plan to attend by completing the enrollment confirmation form. This is also a great time to visit our website for accepted students which will help guide you through the enrollment confirmation process and important next steps such as activating your myNortheastern account, submitting official transcripts, and exploring program curriculum.

In addition, you can view our current course offerings online at https://registrar.northeastern.edu/group/catalog/. It is important to note that you are required to follow the program curriculum that is in effect during the Spring 2023 term. Please review the curricula at the beginning of your start term to be sure you have the most up to date information.

Registration will open six weeks prior to the start term. Once registration is open for the Spring 2023 term, you should create your myNortheastern account. myNortheastern is a portal where you will receive critical information from the University and College, access billing and course information, and several other student related items. Once you have created your account you can proceed to register for classes via the student portal.

All admitted students who will be studying with an F-1 visa would need a Form I-20. Please contact the office of Global Services to begin your I-20 process at https://international.northeastern.edu/ogs/getting-started/

On behalf of the faculty and administration at Northeastern University, I would like to congratulate you on your admission. I am sure you will find the College of Professional Studies an exciting and intellectually challenging place to further your education.

Sincerely,



David Fields, Ph.D.
Senior Associate Dean
Academic and Faculty Affairs
Professional Programs
College of Professional Studies
Northeastern University

Northeastern
College of Professional Studies

FOR ALL STUDENTS

Students admitted to Northeastern will have access to limited services through the myNortheastern portal. As you transition from an admitted to an enrolled student, your access to myNortheastern services is automatically modified.

Student Account Claim:

Students eligible for a Northeastern online account will receive an automated account claim email 1 business day after decision is published. Eligibility is based on admission data in university systems. Students can follow the steps below to claim their online account.

To claim a student account:

1. Open Account Claim email.
2. Click on the “Claim your Northeastern online account now” claim token in email
3. Follow the prompt to enroll in Duo, the university’s two-factor authentication provider.
4. Complete the “Student Account Claim” form.
5. Review and accept the “Northeastern University Appropriate Use Policy”
6. Create a password.

If you are unable to claim your student account:

There are several reasons why you may not be unable to claim your student account, including:

- University admission data on file indicates that you are not eligible for a myNortheastern account and have not been sent an account claim email.
- You have not accepted the Northeastern University Appropriate Use Policy for Computer Network Resources.
- Your password doesn’t meet the minimum length requirement.

If you need additional support with the account claim process, the IT Service Desk is available 24/7. Call 617. 373.HELP [4357] or email help@northeastern.edu.

Admissions Support

To complete your official admissions file, visit this website for information. For admissions questions, visit this website to submit an inquiry:

Advising & Student Support

The Office of Academic Advising is here to support you as you begin your academic journey with the College of Professional Studies. For information regarding course registration, academic requirements or Orientation, please contact our Learner Services team. Your advisors and student support team look forward to meeting you at Orientation!

Email: learnerservices@northeastern.edu
Phone: 1-833-685-3276

Northeastern
College of Professional Studies

SCHOLARSHIP AWARD LETTER

Dear Sudeep Ravindra Bedmutha,

On behalf of the *College of Professional Studies*, it is our pleasure to congratulate you on being selected for a *CPS Leaders and Scholars Award*.

This award offers a tuition scholarship providing funds that will cover $5,794.00 of your total estimated program tuition costs, and will be applied to your tuition bill each term that you enroll. This award is guaranteed for your Master of Professional Studies in Analytics program of study provided that you remain in good academic standing.

The total program tuition costs for the Master of Professional Studies in Analytics program is estimated to be $48,285.00 (without the above scholarship amount applied/deducted). This estimate is based on the minimum number of required credit hours to complete the program and the current cost per credit hour for your program of study. Therefore, your total estimated tuition cost with the above tuition scholarship applied/deducted is estimated to be $42,491.00.

Also note that each year the cost per hour of credit is expected to increase and is officially published on Northeastern's Student Financial Services website.

To accept this scholarship, if you have not done so already, confirm your enrollment by submitting your enrollment deposit by the enrollment deposit deadline. If so, this scholarship will automatically be applied to your tuition bill. Please note that the scholarship will not be applied to your tuition bill until after the first week of classes. Meanwhile, if you already received a bill from the university, please arrange to pay the portion of the tuition bill for which you are responsible. If you have questions about billing, payment, financial aid, etc. please contact the Student Financial Services office.

The *College of Professional Studies* Tuition Scholarship program is made possible in part through the generosity of our alumni and friends and reflects our longstanding commitment to provide outstanding applicants access to a Northeastern education.

Please note that this award is applicable only to the program, campus, and term of entry that is reflected on your decision letter. Additionally, deferring your acceptance to a future term may result in the forfeiture of this award. Also, you must meet the scholarship guidelines outlined on the second page of this letter.

Again, we would like to congratulate you and wish you much success in your program.

Sincerely,

Northeastern University Admissions

Northeastern
College of Professional Studies

CPS Leaders and Scholars Award

2022-2023

The *CPS Leaders and Scholars Award* has been awarded to you in recognition of your outstanding academic achievement and reflects our expectation of continuing academic success at Northeastern. Below are the guidelines governing your scholarship.

1. Your scholarship provides funds that will cover a percentage of your tuition while you are attending classes as a student in the *College of Professional Studies* and while you meet the enrollment requirements of the college.
2. The above award will be: (a) applied as a percentage tuition discount to your student bill each term that you enroll, based on the number of credit hours that you take; and (b) spread out over the time span that it takes for you to complete your program of study up to and not to exceed the minimum required credit hours to graduate.
3. To continue your scholarship after the first year, you must maintain a 2.50 cumulative grade point average (GPA) and attain at least 6 credits per each term enrolled during the tenure of this scholarship (with no more than one noncredit term). Your GPA will be reviewed at the end of the semester. If you fail to attain the minimum required GPA, the scholarship will be cancelled.
4. You must enroll in the academic term to which you were admitted. Any deferral of enrollment will result in a cancelled scholarship, although you may be reconsidered for a scholarship at a later date.
5. If you require a leave of absence, you must have an exit interview with your financial aid counselor. If your leave exceeds one year, you will forfeit your scholarship. Other types of withdrawal from the university, whether by your choice or through university action, will result in forfeiture of the scholarship for all future semesters.
6. If you receive the full tuition benefit of the Northeastern Faculty/Staff Tuition Waiver, or any other full tuition benefit from outside the university, you are not eligible for additional scholarship or grant funds from the university, including this scholarship. If you receive a part-time benefit, you are eligible for university funds up to the total cost of tuition, including the Tuition Waiver.
7. If you receive additional scholarship assistance from outside or within the university, you are required to report it to your financial aid counselor. You are entitled to receive these funds to cover the difference between the estimated cost of attendance less your scholarship and any other financial aid. Other scholarship funds over this amount may be used to reduce your *CPS Leaders and Scholars Award*.
8. Appeal process: If you lose the scholarship for academic or other reasons, an appeal can be submitted, in writing, to your financial aid counselor, explaining the special circumstances to be considered. Appeals will be reviewed on a case-by-case basis by the Scholarship Appeals Committee. All decisions are final.
9. If you receive additional scholarship or grant assistance from university funds, your scholarship will be reduced by the amount of the grant(s) or scholarship(s).
10. The administration reserves the right to make changes to these guidelines without notice.

SHRI VILE PARLE KELAVANI MANDAL'S
INSTITUTE OF TECHNOLOGY, DHULE
Approved by AICTE & Affiliated to DBATU
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, Email:- iotdhule@svkm.ac.in

Criteria 5- Student Support and Progression

Key Indicator 5.2.1

5.2.1 Percentage of placement of outgoing students and student progressing to higher education during the year 2022-23

Academic Year 2022-23

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2023	Akshay Anil Badgujar	Civil Engineering	2023	Finulent Solutions LLP Office no.10to17, 4th Floor, Shree Kamdhenu Estate Off. Link Road, Chincholi Bunder, Malad (W) Mumbai Mumbai City MH 400064 IN Mob: +91 9321709247	84000
2	2023	Harshal Rajesh Sonar	Civil Engineering	2023	Pragati Constructions Pvt. Ltd. Kapilanand" Plot no.23, Pragatinagar, Central Bank Colony, Ring Road, Latur-413 512 Tel: 02382-241171	228000
3	2023	Kunal Pandurang Suryawanshi	Civil Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
4	2023	Manjusha Shashikant Bhamare	Civil Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
5	2023	Suryakant Gokul Patil	Civil Engineering	2023	Pragati Constructions Pvt. Ltd. Kapilanand" Plot no.23, Pragatinagar, Central Bank Colony, Ring Road, Latur-413 512 Tel: 02382-241171	228000
6	2023	Tavish Abdulrahim Shaikh	Civil Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
7	2023	Vaishnavi Gulab Patil	Civil Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
8	2023	Yash Rajendra Gavali	Civil Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
9	2023	Shinde Yash Pramod	Civil Engineering	2023	Aarvee Associates Architects Engineer and Consultant Pvt. Ltd.	420000
10	2023	Rajeshwari Dipak Suryawanshi	Civil Engineering	2023	vTech Solutions Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
11	2023	Rajeshwari Dipak Suryawanshi	Civil Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel:	600000
12	2023	Nilesh Dhole M	Civil Engineering	2023	Aakar Constructions Surya Mandir Indore, Treasure Fantasy, CAT Rd, Indore, Madhya Pradesh 452013	180000
13	2023	Ram Prakash Saraf	Civil Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel:	600000

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2022-23

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
14	2023	Ram Prakash Saraf	Civil Engineering	2023	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
15	2023	Patil Shruti Raju	Civil Engineering	2023	A.P.Taneja,Govt. Civil Contractor Plot no 9 , Padvi Society,Sakri road ,Dhule , 424001	168000
16	2023	Saindane Roshan Rajendra	Civil Engineering	2023	A.P.Taneja,Govt. Civil Contractor Plot no 9 , Padvi Society,Sakri road ,Dhule , 424001	168000
17	2023	Patil Tushar Dilip	Civil Engineering	2023	Vasant Chavan , Engineers & ContractorNear Police Ground,Dhivaji Chouk,Chalisgaon	156000
18	2023	Patil Ronak Sharad	Civil Engineering	2023	Ashish Patwari , Engineers & Contractor1506,Murlidhar Complex ,Agra Road ,Dhule,02562-282505	168000
19	2023	Salunkhe Atish Pandrinath	Civil Engineering	2023	Ashish Patwari , Engineers & Contractor1506,Murlidhar Complex ,Agra Road ,Dhule,02562-282505	168000
20	2023	Patil Bhavesh Himmat	Civil Engineering	2023	Swami Telenet & Constructions1255,Agra Road,Near Gandhi Statue,Dhule ,424001	150000
21	2023	Ansari Abdul Rahman	Civil Engineering	2023	NCV Construction Nikita Vaidya, "Shivleela"Shrirang Colony , Pimple Road,Aamalner ,425401	150000
22	2023	Bhoi Leena Babulal	Civil Engineering	2023	Sagar Sambhaji Khairnar,Govt.Contractor & Engineer192,Priyadarshani Nagar,Nagaon-Bari,Deopur, Dhule	168000
23	2023	Khatal Mahesh Yuvraj	Civil Engineering	2023	Sagar Sambhaji Khairnar,Govt.Contractor & Engineer192,Priyadarshani Nagar,Nagaon-Bari,Deopur, Dhule	168000
24	2023	Patil Rohini Asaram	Civil Engineering	2023	Sagar Sambhaji Khairnar,Govt.Contractor & Engineer192,Priyadarshani Nagar,Nagaon-Bari,Deopur, Dhule	168000
25	2023	Jade Rohit Shekhar	Civil Engineering	2023	Sagar Sambhaji Khairnar,Govt.Contractor & Engineer192,Priyadarshani Nagar,Nagaon-Bari,Deopur, Dhule	168000
26	2023	Patil Vishwanath Gokul	Civil Engineering	2023	Sagar Sambhaji Khairnar,Govt.Contractor & Engineer192,Priyadarshani Nagar,Nagaon-Bari,Deopur, Dhule	168000

Mr. Yogesh Bafna/Mr. Deepak Singh Baghel
TPO Department of Civil Engineering

Mr. Karan Sharma
TPO SVKM IOT

Shri Vile Parle Kelavani Mandal's Institute of Technology DHULE

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2022-23

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2023	Ajay Vishwas Pawar	Computer Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
2	2023	Akshay Arun Brahme	Computer Engineering	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
3	2023	Akshay Arun Brahme	Computer Engineering	2023	Netwin Systems and Softwares Pvt. Ltd, –Netwin Infosolutions Pvt Ltd. IT-29/5. IT Park. Ambad. Nashik, Tel: +91-253-6651-510	900000
4	2023	Anuradha Bachhav	Computer Engineering	2023	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
5	2023	Bhagyashri Navneet Shinde	Computer Engineering	2023	EXCELR 49, 1st Cross , 27th Main, Behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068	300000
6	2023	Chandrakala Kishor Patil	Computer Engineering	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
7	2023	Chandrakala Kishor Patil	Computer Engineering	2023	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
8	2023	Chetana Virendra Badgujar	Computer Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
9	2023	Devyani Shantaram Deore	Computer Engineering	2023	Palle Technologies 15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road Bommanahalli, Bengaluru-560068	300000
10	2023	Devyani Shantaram Deore	Computer Engineering	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
11	2023	Devyani Shantaram Deore	Computer Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
12	2023	Dhanashri Subhash Kulkarni	Computer Engineering	2023	EXCELR 49, 1st Cross , 27th Main, Behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068	300000
13	2023	Falguni Shashikant Shinde	Computer Engineering	2023	Palle Technologies 15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road Bommanahalli, Bengaluru-560068	300000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
14	2023	Falguni Shashikant Shinde	Computer Engineering	2023	MyCaptain, SJR Prime Corporation, 2nd Floor, South Wing, Marathahalli Sarajpur Road, Bellandur, Bengaluru, Karnataka 560102	500000
15	2023	Falguni Shashikant Shinde	Computer Engineering	2023	EXCELR 49, 1st Cross , 27th Main. Behind Tata Motors. 1st Stage, BTM Layout, Bengaluru, Karnataka 560068	300000
16	2023	Himanshu Pradeep Sharma	Computer Engineering	2023	Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India. Tel: +91 40 3063 6363	325000
17	2023	Himanshu Pradeep Sharma	Computer Engineering	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
18	2023	Himanshu Pradeep Sharma	Computer Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
19	2023	Himanshu Pradeep Sharma	Computer Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal. MP 462023 Tel: +918815165433	600000
20	2023	Mohit Sunil Shinde	Computer Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
21	2023	Neha Kantilal Deore	Computer Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
22	2023	Nikhil Jagdish Bhagwat	Computer Engineering	2023	Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India. Tel: +91 40 3063 6363	325000
23	2023	Nikhil Jagdish Bhagwat	Computer Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
24	2023	Payal Girish Vaykhar	Computer Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
25	2023	Pradnya Rajendra Chavan	Computer Engineering	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
26	2023	Pranav Bhatchandra Chaudhari	Computer Engineering	2023	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
27	2023	Prathamesh Bhagwat Chaudhari	Computer Engineering	2023	Palle Technologies 15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road Bommanahalli, Bengaluru-560068	300000
28	2023	Priyanka Rajendra Sonawane	Computer Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
29	2023	Rohit Sonu Hatkar	Computer Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
30	2023	Sejal Sanjay Aruja	Computer Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
31	2023	Sharma Shalaka Sanjay	Computer Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
32	2023	Patil Shubham Ramesh	Computer Engineering	2023	Virtusa SDF-V, Unit No.133, Seepz, Andheri East, Mumbai, Maharashtra 400096 Tel: 022 4202 8400	500000
33	2023	Patil Shubham Ramesh	Computer Engineering	2023	Palle Technologies 15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road Bommanahalli, Bengaluru-560068	300000
34	2023	Sukruta Prasanna Pardeshi	Computer Engineering	2023	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
35	2023	Tanmay Yograj Chaudhari	Computer Engineering	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
36	2023	Tanmay Yograj Chaudhari	Computer Engineering	2023	EXCELR 49, 1st Cross , 27th Main, Behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068	300000
37	2023	Tanmay Yograj Chaudhari	Computer Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
38	2023	Tejashri Radheshyam Ghatole	Computer Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
39	2023	Tejashri Radheshyam Ghatole	Computer Engineering	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
40	2023	Vaibhav Vijay Pingle	Computer Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
41	2023	Vishal Rajnarayan Jagdale	Computer Engineering	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
42	2023	Vivek Ramrao Pawar	Computer Engineering	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
43	2023	Vivek Ramrao Pawar	Computer Engineering	2023	Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India. Tel: +91 40 3063 6363	325000
44	2023	Yash Jaywantrao Sonawane	Computer Engineering	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
45	2023	Yogita Shivaji Patil	Computer Engineering	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
46	2023	Mayuri Sandip Jadhav	Computer Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
47	2023	Yash Dilip Lakade	Computer Engineering	2023	Webtech Developers Private Limited, Office No. 718,7th Floor, Siddharth Towers, Building-1 Kothrud, Pune- 411 029	400000
48	2023	Yash Chandrakant Jadhav	Computer Engineering	2023	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
49	2023	Shraddha Anil Changune	Computer Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
50	2023	Lokesh Nitin Mahajan	Computer Engineering	2023	Infosys QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
51	2023	Divya Kiran Pagare	Computer Engineering	2023	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
52	2023	Chetana Sanjay Khairnar	Computer Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
53	2023	Chirayu Kishor Shingnapurkar	Computer Engineering	2023	vTech Solutions Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
54	2023	Chirayu Kishor Shingnapurkar	Computer Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2022-23

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
55	2023	Kalpesh Ishwar Patil	Computer Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
56	2023	Kalyani Bapu Desale	Computer Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
57	2023	Riddhi Sunil Gindodiya	Computer Engineering	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
58	2023	Sameer Rajesh Brahme	Computer Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
59	2023	Hemratna Sonar	Computer Engineering	2023	Jio Platforms Ltd Located opposite TC-23, Reliance Corporate Park, Thane Belapur Road, Ghansoli Navi Mumbai Maharashtra	500000
60	2023	Mitali Madhukar Chaudhari	Computer Engineering	2023	Jio Platforms Ltd Located opposite TC-23, Reliance Corporate Park, Thane Belapur Road, Ghansoli Navi Mumbai Maharashtra	500000
61	2023	Rohan Sunil Mistry	Computer Engineering	2023	Jio Platforms Ltd Located opposite TC-23, Reliance Corporate Park, Thane Belapur Road, Ghansoli Navi Mumbai Maharashtra	500000
62	2023	Darshan Nandkishor Kotkar	Computer Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000

Ms. Vijayalaxmi Bittal
TPO Department of Computer Engineering

Mr. Karan Sharma
TPO SVKM IOT

Shri Vile Parle Kelavani Mandal's DHULE Institute of Technology

Principal
SVKM's Institute of Technology, Dhule

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2022-23

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2023	Thakur Mohanish Bhikan	Electrical Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
2	2023	Bhadane Rohit Kiran	Electrical Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
3	2023	Gujar Om Yatin	Electrical Engineering	2023	Careerlabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
4	2023	Ajay Suresh Shelkar	Electrical Engineering	2023	vTech Solutions Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
5	2023	Bagul Chandrashekhar Gulab	Electrical Engineering	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
6	2023	Bhamre Sunidhi Subhash	Electrical Engineering	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
7	2023	Amit Yogesh Wani	Electrical Engineering	2023	Deolitte Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad-500032, Telangana, India Tel: +9104067621000	450000
8	2023	Patil Yashodip Kashinath	Electrical Engineering	2023	Shhambhawee Services Pvt. Ltd., Z-15 Sheela arched Zone-I, MP Nagar, Bhopal, Madhya Pradesh. 462023, Reg. Add-Tal. Pandharpur, Maharashtra 413304 Tel: 0755-4208954.	240000
9	2023	Patil Aayush Jagatrao	Electrical Engineering	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
10	2023	Mistari Prathamesh Nandulal	Electrical Engineering	2023	Ferromag Technologies Pvt. ltd. Block No - 835/1, Palki Plot No - 3, Opp. Green City, Rakanpur, Kalol, Gandhinagar, Gujarat - 382721. Tel: 9712966880	235000
11	2023	Patil Pavan Sanjay	Electrical Engineering	2023	Palle Technologies 15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road Bommanahalli, Bengaluru-560068 SSPL	~~240000~~ 300000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
12	2023	Patil Kunal Sanjay	Electrical Engineering	2023	vTech Solutions Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
13	2023	Sonawane Jagadish Dipak	Electrical Engineering	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
14	2023	Patil Surybhan Yashwant	Electrical Engineering	2023	Supreme Treon Pvt. Ltd., Plot No. PAP-B-62/1, Bhambuli, Pune, Maharashtra. Tel: 021-232119	239064
15	2023	Vispute Jagruti Sharad	Electrical Engineering	2023	vTech Solutions Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
16	2023	Jadhav Jagruti Dipak	Electrical Engineering	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
17	2023	Jain Ronak Ashok	Electrical Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
18	2023	Magar Arpita Manohar	Electrical Engineering	2023	vTech Solutions Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
19	2023	Bhadane Jayesh Sanjay	Electrical Engineering	2023	Supreme Treon Pvt. Ltd., Plot No. PAP-B-62/1, Bhambuli, Pune, Maharashtra. Tel: 021-232119	239064
20	2023	Bhadage Aishwarya Sunil	Electrical Engineering	2023	Johnson Controls (India) Private Limited, Address: 3rd Floor, B2 Tower, Cerebrum IT Park, Kalyani Nagar, Pune-411014, Maharashtra, India. Tel.: +91 (20) 66067100 Fax: +91 (20) 6606	5,00,000
21	2023	Bhingare Shivam Bhausaheb	Electrical Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
22	2023	Patil Pooja Bhushan	Electrical Engineering	2023	Kokban Automation Pvt. Ltd., Ground Floor, Office, No 2, Pentagon 4, Magarpatta, Hadapsar, Pune. Maharashtra 411028 Tel: +91-20-41200707	2,00,040
23	2023	Mali Tushar Balasaheb	Electrical Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
24	2023	Patil Harshada Pravin	Electrical Engineering	2023	Emerson Export Engineering Centre-II, IT Park, Plot No 29/1, MIDC Ambad, Nashik 422010. Tel: 91 0253 6684000	4,53,747
25	2022	Deore Kanchan Manohar	Electrical Engineering	2023	Tata Consultancy Services Limited, Niyati Tiara, Ground Floor, S. No. 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006, India. Tel: 912066087777	7,00,022
26	2023	Pawar Amit Ganesh	Electrical Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
27	2023	Kunal Sanjay Patil	Electrical Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
28	2023	Potdar Sachin Sunil	Electrical Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
29	2023	Sonawane Yogesh Vidyanand	Electrical Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
30	2023	Mistari Chetana Suresh	Electrical Engineering	2023	I-SOLUTION MASTER IN INDUSTRIAL SERVICES, 468/3/1,Flat no.3-6, Ekvira Society, Talegaon Dabhade [Station] Tal.Maval, Dist Pune 410507. Mob: 8530843791	2,96,039.28
31	2023	Jagtap Bhushan Suresh	Electrical Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
32	2023	Chavan Sarita Tukaram	Electrical Engineering	2023	Authentic Encon Pvt. Ltd., 503, 5th Floor, Samanvay Silver, Besides Royal Orchid Hotel, Mujmahuda Circle, Akota, Vadodra 390020, Gujarat. Tel: 9737222249	2,73,816
33	2023	Chaudhari Tejaswinee Ajay	Electrical Engineering	2023	I-SOLUTION MASTER IN INDUSTRIAL SERVICES, 468/3/1,Flat no.3-6, Ekvira Society, Talegaon Dabhade [Station] Tal.Maval, Dist Pune 410507. Mob: 8530843791	2,96,039.28
34	2023	Lonari Pravin Amrut	Electrical Engineering	2023	Kokban Automation Pvt. Ltd. Ground Floor, Office, No 2, Pentagon 4, Magarpatta, Hadapsar, Pune, Maharashtra 411028 Tel: +91-20-41200707	200000
35	2023	Lonari Pravin Amrut	Electrical Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2022-23

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
36	2023	Suryawanshi Ganesh Bhatu	Electrical Engineering	2023	Skkato India PVT LTD 3, Bhagyalaxmi Appt, Sector-4,Plot 286 PCNTDA-Moshi Pune-411026	156000
37	2023	Rajput Pranali Pravinsing	Electrical Engineering	2023	Spark Minda E-5/2, Chakan Industrial Area, Phase - III, M.I.D.C, Nanekarwadi, Tal - Khed, Pune, Maharashtra 410501 Tel: 02135 661 500	360000

Mr. Gaurav Patil
TPO Department of Electrical Engineering

Mr. Karan Sharma
TPO SVKM IOT

Shri Vile Parle Kelavani Mandal's * DHULE * Institute of Technology

Principal
SVKM's Institute of Technology,Dhule

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2022-23

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2023	Aaryan Rajeev Nair	Information Technology	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
2	2023	Aaryan Rajeev Nair	Information Technology	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
3	2023	Ajinkya Sunil Pathak	Information Technology	2023	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
4	2023	Akshat Viresh Panchal	Information Technology	2023	vTech Solutions Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
5	2023	Akshay Satish badgujar	Information Technology	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
6	2023	Akshay Satish badgujar	Information Technology	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
7	2023	Aniket Ramkrishna Patil	Information Technology	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
8	2023	Apurva Uday Patil	Information Technology	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
9	2023	Avinash Ananda kedar	Information Technology	2023	vTech Solutions Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
10	2023	Avinash Ananda kedar	Information Technology	2023	Palle Technologies 15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road Bommanahalli, Bengaluru-560068	300000
11	2023	Avinash Ananda kedar	Information Technology	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
12	2023	Avinash Ananda kedar	Information Technology	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
13	2023	Achal Kothawade M	Information Technology	2023	Mesmerise Soft-tech Pvt. Ltd. City avenue, 218, Bhumkar Chowk Rd, near Jaguar showroom, Shankar Kalat Nagar, Wakad, Pune, Pimpri-Chinchwad, Maharashtra 411057	261000
14	2023	Bhavesh Ramesh Lulla	Information Technology	2023	EXCELR 49, 1st Cross , 27th Main, Behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068	300000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
15	2023	Bhavesh Ramesh Lulla	Information Technology	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
16	2023	Devyani Mohan Patil	Information Technology	2023	Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India. Tel: +91 40 3063 6363	325000
17	2023	Patil Dhanraj Gokul	Information Technology	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone, Whitefield, Banglore - 560066, Karnataka, India.	350000
18	2023	Patil Dhanraj Gokul	Information Technology	2023	EXCELR 49, 1st Cross , 27th Main, Behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068	300000
19	2023	DHIRAJ VINOD PATIL	Information Technology	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
20	2023	Durgesh Sunil Chaudhari	Information Technology	2023	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
21	2023	Durwa Sunil Patil	Information Technology	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	700022
22	2023	Ganesh Bipinchandra Sonawane	Information Technology	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
23	2023	Gaurav Dinesh Patil	Information Technology	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
24	2023	Gayatri Vivek Bhosale	Information Technology	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
25	2023	Gitesh Madhavrao Yelave	Information Technology	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
26	2023	HEMANT ANIL PATIL	Information Technology	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
27	2023	HEMANT ANIL PATIL	Information Technology	2023	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
28	2023	JAYESH KISHOR BANGAR	Information Technology	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	700022
29	2023	Jinesh Sharma	Information Technology	2023	Palle Technologies 15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road Bommanahalli, Bengaluru-560068	300000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
30	2023	Jui Jitendra Gawali	Information Technology	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
31	2023	JYOTIRADITYA SAMUDRE	Information Technology	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
32	2023	JYOTIRADITYA SAMUDRE	Information Technology	2023	EXCELR 49, 1st Cross , 27th Main, Behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068	300000
33	2023	Kavita Vijay Jagtap	Information Technology	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	700022
34	2023	Kavita Vijay Jagtap	Information Technology	2023	Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India. Tel: +91 40 3063 6363	325000
35	2023	Mayur Santosh Hajare	Information Technology	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
36	2023	Mihir Jainendra Khandelwal	Information Technology	2023	Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India. Tel: +91 40 3063 6363	325000
37	2023	Mihir Jainendra Khandelwal	Information Technology	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
38	2023	Mihir Jainendra Khandelwal	Information Technology	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
39	2023	Mihir Jainendra Khandelwal	Information Technology	2023	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 80 2852 0261	360000
40	2023	Mitali Jadhav	Information Technology	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
41	2023	Ansari Muhammad Aman Abdul Hameed	Information Technology	2023	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park. 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
42	2023	NACHIKET YOGESH SHINDE	Information Technology	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
43	2023	NACHIKET YOGESH SHINDE	Information Technology	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
44	2023	Prachi khairnar	Information Technology	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
45	2023	Pradhum Narendra Patil	Information Technology	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
46	2023	Pranav Ramesh Lohar	Information Technology	2023	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 802852 0261	360000
47	2023	Priya Gurwani	Information Technology	2023	EXCELR 49, 1st Cross , 27th Main, Behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068	300000
48	2023	Priyanka pravin wakalkar	Information Technology	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
49	2023	Rohan Vikas Shinde	Information Technology	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
50	2023	Sahil Sanjay Shimpi	Information Technology	2023	Palle Technologies 15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road Bommanahalli, Bengaluru-560068	300000
51	2023	Sahil Sanjay Shimpi	Information Technology	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
52	2023	Sakshi Dagadu Mali	Information Technology	2023	Infosys Limited, 44, Infosys Avenue Electronics City, Hosur Road, Bangalore 560 100, India T 91 802852 0261	360000
53	2023	Sanika Patil	Information Technology	2023	vTech Solutions Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
54	2023	Sejal Yandait	Information Technology	2023	Focus Edumatics , #31, 4th Floor Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
55	2023	Shruti Pralhad Chaudhari	Information Technology	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
56	2023	Somesh Sandip Patil	Information Technology	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	336877
57	2023	Somesh Sandip Patil	Information Technology	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600
58	2023	Suvarna Shalik Wagh	Information Technology	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
59	2023	Suvarna Shalik Wagh	Information Technology	2023	vTech Solutions Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
60	2023	Suvarna Shalik Wagh	Information Technology	2023	EXCELR 49, 1st Cross , 27th Main, Behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068	300000
61	2023	Umakant Kishor Sawant	Information Technology	2023	Genpact DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana, India. Tel: +911242832000	417600

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2022-23

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
62	2023	Vijaya Pravin Jadhav	Information Technology	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
63	2023	Khairnar Vinod Subhash	Information Technology	2023	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000

Ms. Ruby Mandal
TPO Department of Information Technology

Mr. Karan Sharma
TPO SVKM IOT

Shri Vile Parle Kelavani Mandal's Institute of Technology DHULE

Principal
SVKM's Institute of Technology,Dhule

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2023	Patil Hrutik Pramod	Mechanical Engineering	2023	Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India Tel: +912066087777	360000
2	2023	Jangid Pankaj Mahesh	Mechanical Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
3	2022	Rajput Tanmay Govind	Mechanical Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
4	2023	Patil Pranav Vilas	Mechanical Engineering	2023	ADV Technophiles Pvt. Ltd. B-302, Gera's Imperium Oasis Pimpari Pune-411018 Tel: +919011000641	240000
5	2023	Patil Bhatu Santosh	Mechanical Engineering	2023	QualityKiosk Technologies Pvt Ltd. C Wing, Rupa Solitaire, Sector-1, Millennium Business Park, 419A, MBP Rd, Kopar Khairane, Navi Mumbai, Maharashtra 400710 Tel: 022 4128 8200	300000
6	2023	Patil Bhatu Santosh	Mechanical Engineering	2023	Altis Industries Pvt. Ltd 22-23-24, Electronic Complex , Pardeshipura Indore-452010 (M.P.) India Tel: +917314780838	240000
7	2022	Patil Bhatu Santosh	Mechanical Engineering	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
8	2022	Patil Bhatu Santosh	Mechanical Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
9	2022	Bagul Sumit Rajesh	Mechanical Engineering	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
10	2023	Bagul Sumit Rajesh	Mechanical Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
11	2023	More Mayureshwar Hitendra	Mechanical Engineering	2023	ADV Technophiles Pvt. Ltd. B-302, Gera's Imperium Oasis Pimpari Pune-411018 Tel: +919011000641	240000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
12	2023	Pandey Sumeet Anand	Mechanical Engineering	2023	Mesmerize soft tech Pvt .Ltd City avenue, 218, Bhumkar Chowk Rd, near Jaguar showroom, Shankar Kalat Nagar, Wakad, Pune, Pimpri-Chinchwad, Maharashtra 411057	261000
13	2022	Shinde Pruthviraj Tushar	Mechanical Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
14	2022	Nagpure Sanoop Deepak	Mechanical Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
15	2022	Patil Dipak Ukha	Mechanical Engineering	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
16	2023	Pawar Divyesh Arun	Mechanical Engineering	2023	vTech Solutions Inc 4th Floor, B Block, Singet plaza, Krunal cross road, B/H Iskon Heights, Gotri, Vadodara-21, +918460808975	252000
17	2023	Mahale Nishant Sunil	Mechanical Engineering	2023	ADV Technophiles Pvt. Ltd. B-302, Gera's Imperium Oasis Pimpari Pune-411018 Tel: +919011000641	240000
18	2023	Patil Anushree Sanjay	Mechanical Engineering	2023	Spark Minda E-5/2, Chakan Industrial Area, Phase - III, M.I.D.C, Nanekarwadi, Tal - Khed, Pune, Maharashtra 410501 Tel: 02135 661 500	360000
19	2022	Patil Anushree Sanjay	Mechanical Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
20	2023	Gujar Pranav Kishor	Mechanical Engineering	2023	ADV Technophiles Pvt. Ltd. B-302, Gera's Imperium Oasis Pimpari Pune-411018 Tel: +919011000641	240000
21	2022	Quazi Aabid Husain Bashiroddin	Mechanical Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
22	2023	Otari Roshan Kishor	Mechanical Engineering	2023	Flash electronics India Pvt. Ltd. MIDC chakan Industrial Area, Mahalunge Chakan 410501	192000
23	2023	Bhandarkar Gaurav Sanjay	Mechanical Engineering	2023	ADV Technophiles Pvt. Ltd. B-302, Gera's Imperium Oasis Pimpari Pune-411018 Tel: +919011000641	240000

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
24	2022	Patil Pradyumna Vilasrao	Mechanical Engineering	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
25	2022	Sonawane Prathamesh Lakshmikant	Mechanical Engineering	2023	Careelabs Pratian Innovation Campus, #184/185, Tapaswiji Info Park , EPIP Zone Whitefield, Banglore - 560066, Karnataka, India.	350000
26	2023	Manas Ahire	Mechanical Engineering	2023	ADV Technophiles Pvt. Ltd. B-302, Gera's Imperium Oasis Pimpari Pune-411018 Tel: +919011000641	240000
27	2023	Wani Tejas Shrikant	Mechanical Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
28	2023	Wani Tejas Shrikant	Mechanical Engineering	2023	Finulent Solutions LLP Office no.10to17, 4th Floor, Shree Kamdhenu Estate Off. Link Road, Chincholi Bunder, Malad (W) Mumbai Mumbai City MH 400064 IN Mob: +91 9321709247	84000
29	2023	Gudhe Mehul Annasaheb	Mechanical Engineering	2023	CEPL Sr. No. 882/1, Pune Nagar Road, Behind Lalit weigh Bridge, Sanswadi Tal. Shirur, Dist. Pune- 412208 Ph: 91-2137-615202	180000
30	2022	Gudhe Mehul Annasaheb	Mechanical Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
31	2023	Jadhav Bhavesh Dilip	Mechanical Engineering	2023	Focus Edumatics , #31, 4th Floor| Above A2B Restaurant Outer Ring Road Bhadrappa Layout Bengaluru Karnataka 560094 Tel: +918061424243	249600
32	2022	Sonar Lokesh Sunil	Mechanical Engineering	2023	Altis Industries Pvt. Ltd 22-23-24, Electronic Complex , Pardeshipura Indore-452010 (M.P.) India Tel: +917314780838	240000
33	2023	Sonar Lokesh Sunil	Mechanical Engineering	2023	CEPL Sr. No. 882/1, Pune Nagar Road, Behind Lalit weigh Bridge, Sanswadi Tal. Shirur, Dist. Pune- 412208 Ph: 91-2137-615202	180000
34	2023	Deore Bhavesh Kishor	Mechanical Engineering	2023	ADV Technophiles Pvt.Ltd. B-302, Gera's Imperium Oasis Pimpari Pune-411018 Tel: +919011000641	240000
35	2022	Karankal Kunal Ravindra	Mechanical Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000

Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule
5.2.1 Placement Summary AY 2022-23

Sr. No.	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
36	2022	Kais Yunus Shaikh	Mechanical Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000
37	2023	Chaudhari Harshal Vijay	Mechanical Engineering	2023	Finulent Solutions LLP Office no.10to17, 4th Floor, Shree Kamdhenu Estate Off. Link Road, Chincholi Bunder, Malad (W) Mumbai Mumbai City MH 400064 IN Mob: +91 9321709247	84000
38	2022	Chaudhari Harshal Vijay	Mechanical Engineering	2023	CRTD Technologies Pvt. Ltd. B-Nest, BSCDCL, Kalibadi Rd, Near Natraj Petrol Pump, Sector A, Berkheda, Bhopal, MP 462023 Tel: +918815165433	600000

Mr. Satish Patil
TPO Department of Mechanical Engineerng

Mr. Karan Sharman
TPO SVKM IOT

Shri Vile Parle Kelavani Mandal's Institute of Technology DHULE

Principal
SVKM's Institute of Technology,Dhule

Sr. No.	Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
1	2023	Bhavesh Lohar	Civil Engineering	2023	SVNIT, Surat Sardar Vallabhbhai National Institute of Technology, Ichchhanath,Surat-395007, Gujarat, INDIA	M.Tech
2	2023	Shruti Pawar	Civil Engineering	2023	KCT's Late G.N. Sapkal College of Engineering, Nashik	M.Tech
3	2023	Vivek Ramrao Pawar	Computer Engineering	2023	IIT ,Mumbai Main Gate Rd, IIT Area, Powai, Mumbai, Maharashtra 400076	M. TECH in Computer Science
4	2023	Priyanka Vibhandik	Computer Engineering	2023	COEP, Pune Wellesley Rd, Shivajinagar, Pune, Maharashtra 411005	M. Tech Data Science
5	2023	Jayesh Banger	Information Technology	2023	IIT ,Mumbai Main Gate Rd, IIT Area, Powai, Mumbai, Maharashtra 400076	M. TECH in Computer Science
6	2023	PATIL SUDIP SUNIL	Mechanical Engineering	2023	Oxford Brooks University Headington Rd, Headington, Oxford OX3 0BP, UK	Msc Management abd Business Analytics, UK

Shri Vile Parle Kelavani Mandal's * DHULE * Institute of Technology

Principal
SVKM's Institute of Technology,Dhule

Re: Internship Offer Mail: Finulent Solutions LLP

akshay badgujar <akshaybadgujar001@gmail.com>
Thu 1/12/2023 9:59 AM

To: Madhuri Ghadigaonkar <madhuri.ghadigaonkar@finulent.com>

Cc: HR Finulent Solutions LLP <hr@finulent.com>;Ravi Bhandari <ravi@finulent.com>;Ankita Bordia <ankita@finulent.com>;Karan Sharma <karan.sharma@svkm.ac.in>

***** THE E-MAIL BELOW IS FROM AN EXTERNAL SOURCE, PLEASE DO NOT OPEN ATTACHMENTS OR CLICK LINKS WITHOUT PROPER VERIFCATION *****

I accept the offer.

On Wed, 11 Jan, 2023, 3:18 pm Madhuri Ghadigaonkar, <madhuri.ghadigaonkar@finulent.com> wrote:

> Dear Akshay,
>
> Subsequent to your successful interview with Finulent Solutions LLP; we are pleased to offer you the position as **"Design Intern"** in our organization. We take pleasure to offer you with stipend **of Rs.7000/- pm**
>
> You are requested to join us on **23rd January 2023** failing which this Internship offer will stand rescinded.
>
> **You are requested to mail the following documents.**
>
> 1. All Educational certificates (photocopies).
> 2. Passport size photographs x 4 copies
> 3. Documents of proof of residence (Permanent & Current)
> 4. Pan Card
> 5. Aadhar copy(Front and back both)
> 6. Passbook/ Cancelled cheque photo.
>
> Please note this offer is conditional to acceptance of 6m tenure of internship, failing to which you will not be in a position to receive any Internship certificate.
>
> Please revert with your acceptance to this offer.
>
> Thanks & Regard's
>
> **Madhuri Ghadigaonkar** | HR Executive
>
> Finulent Solutions LLP
> +91 9321709247 | madhuri.ghadigaonkar@finulent.com
>
> Website: http://www.finulent.com

M/s. PRAGATI CONSTRUCTION

"Kapilanand" Plot no.23,
Pragatinagar,
Central Bank Colony,
Ring Road,
Latur-413 512
Maharashtra.
Web: pragaticonstruction.in

एक कदम स्वच्छता की ओर

Ref.:PCC/LTR/ Appointment lr/50/2023 **Date: 10/01/2023.**

LETTER OF EMPLOYMENT

To,

Shri Harshal Rajesh Sonar
At Post Varul Tq Sindkhede,
Dist Dhule.-425406

Dear,

Welcome to Pragati construction.

We are pleased to offer you employment in the position of `` Jr. Engineer`` with M/s Pragati construction.

We are eager to have you as part of our team. We foresee you potential skills as a Valuable contribution to our company. Your appointment as a `` Jr.Engineer`` will commence on Dt. 01/01/2023.

1) Your salary will be **Rs 19,000/- per month.**
2) This contract of employment shall be terminable by giving thirty days notice in writing.
3) Your work location will be "M/s Pragati Construction Parola Site or as directed.
4) Your appointment shall be subject to the understanding that you will not engage yourself in any work except with the prior permission of the company that you will not disclose any information regarding the affairs of the company which may come to your knowledge during the period of your services, the disclosure of which will be prejudicial to the in company.
5) This appointment is subject to your being declared medically fit by our medical adviser. At the time of joining, you may be asked give a declaration of medical status in lieu of medical examination and no relevant information should be left our in this declaration.
6) You shall be responsible for the safe-keeping and return in good condition and order of all the properties of the company which may be in your use, custody care or charge. In the event of loss of any property of the company in your possession, the company will have the right to assess on its own basis and recover the damage of all such material from you and take such other action as it deems proper in the event of your failure to account for any such material or property towards company`s satisfaction.

(Continue on Page No.2)

7) You shall be bound by the rules and regulations of the M/s Pragati construction as existing from time to time regards to conduct discipline, medical and any other matter as through rules and regulations were part of your term of condition.
8) In addition to the term of appointment mentioned above, you are also governed by the standard employment rules of the company, which are explained in the manual along with this letter . The combined rules and procedures as contained in this letter.
9) Wishing you the best in your assignment with us. As a token of your understanding acceptance of the standard terms of employment you are requested to sign the duplicate copy of this letter and return to us within a day.
10) It will be compulsory to give one month advance notice by you if you are willing to resign the job otherwise you have to deposit one month salary to company.

We look forward to your joining our team for a long, successful and pleasant assignment with warm regard.

Authorized signature
M/s Pragati Construction,
Latur

I here accept the above mentioned terms and conditions.

Name & Permanent Address: - **Shri Harshal Rajesh Sonar**
At Post Varul Tq Sindkhede,
Dist Dhule.-425406
Mob.No 9284370746
Aadhar No. : 6500 4229 5145
Pan No. : PRWPS6166M

Signature :-

Date :-

January 16, 2023

Chetana Sanjay Khaimar
Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule

Dear Chetana Sanjay Khaimar,

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

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

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

_____

Chetana Sanjay Khaimar

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

OR

- If you would like your family covered Family group Photograph of immediate family (4"X7", 3 Copies of the same photograph), only members in the photo will be covered, Photos should be clear and have only your immediate family who are your dependents.

- Copy of self-attested cancelled cheque *(**if you are eligible for ESIC enrolment as per government norms)*
- Copy of E-Aadhaar card for dependents and nominees for ESIC
- Insured Person number (**IP number) of any existing ESIC account where you are enrolled, in case you were eligible for ESIC benefit in your previous organization.
- Active Mobile number

*Please check the Company policy for the applicable limit\

4. If already a member of a provident fund (PF) scheme with previous employer, then provide:
   - Employer's name
   - Provident Fund account number from your previous employer
   - Universal account number (UAN) provided by your previous employer
   - Date of joining & leaving from previous employerCopy of recently downloaded E-Aadhaar
   - Card
   - Copy of confirmation screenshot of KYC verification on Aadhaar from the member portal*

** SOPs to facilitate e-KYC confirmation from the member portal have been attached with this communication.*

***The ESI section is applicable only for the employees whose CTC is not exceeding beyond 2.6 lakhs which does not include overtime, bonus, leave encashment are liable to avail this scheme.*
if your CTC is more than 2.6 lakhs. you may ignore the same.

The above documents/details are required and shall be obtained, stored and processed by Genpact strictly on a need to know basis as required for statutory requirements pertaining to compensation and benefits. Your records and information will be kept secure and handled strictly in accordance with the Genpact Data Privacy Policy.

We would encourage you to refer to the Standard Operating Procedure (SOP) attached here with, for help and guidance in procuring the above documents/details. Click Here

Wishing you all the best!

Note: Failure to furnish the above-mentioned documents and details at the time of joining might lead to delay in your joining date

Regards,



Ritu Bhatia
Vice President – Recruitment

Accepted and Agreed

Chetana Sanjay Khaimar

Annexure II

COMPENSATION DETAILS

Name	**Chetana Sanjay Khaimar**
Band	**5B**
Designation	**Sr Associate**
Location	**To be confirmed**
Components	**Amount (per annum)**
Basic	INR 2,55,000/-
Company Contribution to Provident Fund (PF)	INR 30,600/-
Housing Rent Allowance	INR 74,400/-
Fixed Pay	**INR 3,60,000/-**
Annual Performance Bonus*	**INR 7,200/-**
Performance Linked Incentive**	**Amount (per annum)**
Best Performer	INR 50,400/-
Average Performer	INR 38,400/-
Low Performer	INR 0/-
Total Earning Potential	**Amount (per annum)**
Best Performer	INR 4,17,600/-
Average Performer	INR 4,05,600/-
Low Performer	INR 3,67,200/-
Benefits	**Amount (per annum)**

Life Insurance	INR 14,00,000/-
Employee Deposit Linked Insurance Scheme (EDLIS)	As per Act
Personal Accident/Disability Insurance (For Employee)	INR 14,00,000/-
Medical Insurance covering hospitalization (For Employee)	INR 1,00,000/-
Interest Free Soft Loan (Post 6 Months)	INR 10,000/-
Out Patient Medical Facilities at Office	Free
Company Contribution ESIC	As per Act
Gratuity	INR 12,260/-
Other Attractions	
Parichay (Employee Referral Scheme)	As per scheme
Rewards & Recognition	As per Performance
Education@work : Professional advancement programmes	As per scheme
Concierge Services	Subsidized Rates

Notes:

* Employees not on Performance Linked Incentive Plan will be eligible for a different Annual Performance Bonus Plan than mentioned above. In such cases, Annual Performance Bonus potential is similar to the indicative Average Performance Linked Incentives as mentioned in table above. Annual Performance Bonus payout however is ultimately determined based on company / individual Performance and prevailing company guidelines.

** Performance Linked Incentive mentioned above is an indicative average amount possible for the said performance level. Eligibility for such incentives, actual amount and payout timelines may vary with Business/Process.

. The above mentioned components/benefits are as per the prevalent company policy and/or applicable law and are subject to change.

• The aggregate of all bonus payouts paid to you during an accounting year including Annual Performance Bonus (APB), VIC (if any), and other bonus payouts (if any) shall be in lieu of profit based bonus (if any), payable to you for such accounting year under Section 31A of the Payment of Bonus Act, 1961 ("PBA") (if applicable)

• In the event that the PBA is applicable to you and the aggregate of APB, VIC (if any) and any other bonus payout made to you during the year is less than the stipulated payout mentioned in the PBA, for such accounting year, Genpact will pay you the difference at a later date. You are not entitled to any bonus payout other than those mentioned above, either under applicable laws or as per your employment terms with Genpact. All amounts payable to you will be after deduction of applicable taxes

Any revision to your annual compensation will be effective from April of the subsequent year if your date of joining is September 30 or earlier. If your date of joining is between October 1 and December 31, you will not be eligible for compensation review in the forthcoming year. You will, however, be eligible to participate in the compensation review process in the year after and therefore, your remuneration has been fixed after due consideration of the foregoing.

Female employees will be eligible for paid maternity leave and other benefits in accordance with the Maternity Benefit Act, 1961 or applicable legislation and Company Policies.

The Company reviews its compensation structure and policies from time to time. The compensation structure and benefits offered to you in this letter are subject to change and will be communicated to you when such change becomes applicable.

Any employee deduction will be governed by applicable legislations and prevalent Company Policy and will be subject to change.

Yours Sincerely,



_____

Ritu Bhatia
Vice president – Recruitment

Accepted and Agreed

_____

Chetana Sanjay Khaimar

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2172471 / ELTP-CAMPUS / 2023 **15-Dec-2022**

Subject: Letter of Intent

Dear Nikhil,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- ð You being medically fit, having completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- ð You complete the set of learning courses mentioned in **Annexure-A** and clear Tech Mahindra certification test.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ð You will be under **probation for a period of 3 (Three) months** from the date of joining.

- ð You will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- ð In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- ð At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- ð You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

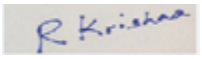
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **30-Jun-2023** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



Krishna Ramaswamy

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure - A

Learning and Certification

Selects to learn the below Udemy courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

Category	Udemy Course Name	Course Duration (in Hrs)
Programming Foundations	Programming 101	4.5
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and jQuery & Vue JS	27.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	13.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2022	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2022	9.5
Communication	The Art of Communications ? Become a Master Communicator	4
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.5
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure - B

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total.....(A)	**312206**
Additional Benefits....(B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) ------(A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary. **(*)** Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Kokban Automation Private Ltd
CIN: U74220PN2012PTC142459
Phone: +91-20-26898369
Email : info@kokban.in
Web: www.kokban.in

Kokban AUTOMATION

Address : Office No. 02,
Pentagon Tower #3,
Magarpattacity, Hadapsar,
Pune - 411013. India.

15th May-2023

Pooja Patil
8 Kshire Colony,
Wadibokhar Rd,
Dhule Maharashtra-424002

Sub: **Employment Offer**

Dear **Pooja Patil,**

We are pleased to offer you an appointment in our organization as **Junior Engineer, (Grade: E4)** with effect from **15th May 2023.**

This offer of employment by Kokban Automation Private Limited is conditional to the satisfactory completion of all regulatory / background checks. Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

Your Annual Gross Salary is attached as **Annexure-A.** Your employment with us will be governed by terms and conditions referred in **Annexure-B.**

As a token of your acceptance, please sign the duplicate copy of the offer letter on all sheets at the bottom right corner and return the same to **Manoj Somwanshi** at the address given below within one week of receipt of this letter.

In case of further clarifications, please communicate with **Manoj Somwanshi** (Telephone: **+91-20-41200707/9673843168** or email: **hr@kokban.in**).

We welcome you to **Kokban Automation Pvt. Ltd,** and look forward to a long and mutually beneficial association.

For **Kokban Automation Pvt. Ltd,**

Mayuresh Pimpalkar
C.E.O

Encl:
Annexure – A (Salary Structure)
Annexure – B (Terms & Conditions of Employment)
Annexure – C (Check list of Documents to be submitted)

Scanned with CamScanner

Kokban AUTOMATION

Annexure A

Remuneration Details

Sr. No.	Components	Payment Basis	Monthly (Rs.)	Annual (Rs.)
A	**Base Salary**			
1	Basic	Monthly	8000	96000
2	House Rent Allowance	Monthly	-	-
I	**Total Base Salary**		**8000**	**96000**
B	**Allowances**			
3	Conveyance	Monthly	-	-
4	Leave Travel Allowance (Annual)	Monthly	-	-
5	Medical Reimbursement	Monthly	-	-
6	Cost of Living Allowance	Monthly	6570	78840
7	Bonus	Monthly	666	7992
II	**Total Allowances**		**7236**	**86832**
C	**Benefits**			
8	Provident Fund - Employer	Monthly	960	11520
9	ESIC - Employer	Monthly	474	5688
III	**Total Benefits**		**1434**	**17208**
D	**Variable Pay**	Annual	-	-
IV	**Total Variable Pay**		-	-
I+II+III+IV	**Total Gross CTC**		**16670**	**2,00,040**

Note: 1) Variable Pay is paid in lump sum annually based on Individual & Company performance.
2) The associate is expected to keep the remuneration details confidential.

For Kokban Automation Pvt. Ltd,

Mayuresh Pimpalkar
C.E.O.

Scanned with CamScanner

Kokban AUTOMATION

Annexure B

1. Employment Agreement

(a) Secrecy

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company.

(b) Conflict of Interest

Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business 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 of the parent companies) in any other trade or business, during your employment with the Company, without written permission from the Company.

2. Termination of employment

(a) Either party can terminate this employment by serving on the other party, a notice of 90 days. Company reserves the right to recover full salary in lieu of the 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.

(b) Unauthorized absence or absence without permission from duty for a continuous period of 7 days, would make you lose your lien on employment. In such case, your employment shall automatically come to an end without any notice of termination.

(c) You behavior will be governed by the Company's code of conduct. You will be required to acknowledge the receipt of the same and make a commitment to abide by the rules laid down in the policy. If there is any non-compliance with the same or non-performance of contractual obligation of the terms and conditions laid down in this agreement, your services could be terminated without any notice, notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

(d) In case there is any adverse report against you through either reference check or if you have provided us with any false declaration or wilfully suppressed any material information which may be detrimental to the interests of the company, the company reserves the right to terminate your services without notice (notwithstanding any other provisions), on the grounds of misrepresentation of facts.

3. Retirement Age

The retirement age from the services of the company is 60 years.

4. Compensation & Benefits

(a) Performance Appraisal

Depending upon your performance on the job, your remuneration package will be revised periodically and you will be entitled to compensation and benefits in accordance with the company policy as modified and intimated to you from time to time.

Scanned with CamScanner

Kokban AUTOMATION

Annexure B

(b) Other Benefits

As an associate of the company, you will be entitled to the following benefits depending upon your position:

- Leaves, holidays and working hours, as per the company policy applicable to you.
- Leave Travel Assistance for travel within India, as per the company policy applicable to you.
- Provident Fund Scheme, as per the rules and policies applicable to you.
- Company sponsored programs for associates (e.g. Pension Schemes), if any, as applicable to you.

5. Assignments/Transfer/Deputation

Though you have been engaged for a specific position, the Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of the Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.

6. Statement of Facts

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 the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, the Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

7. Restraints

Non-disclosure-You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company that you may have pursued as an associate of the Company.

8. Authorization

Only those authorized by a specific power of attorney may sign legal documents, representing the Company.

9. Intellectual Property Rights

All intellectual property rights, including, but not limited to, Patents, Copyrights, Methodologies, Designs and Semiconductor chips shall be assignable to the Company and shall be deemed to be "work made for hire". You shall execute/sign such documents for this purpose, as and when required by the Company.

10. Jurisdiction

Even though the Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts in Pune only.

Scanned with CamScanner

Kokban AUTOMATION

Annexure B

11. General

The above terms and conditions including those in Annexure - A (Salary break up) are based on prevailing Company policies, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as

Travel, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as shall be in force from time to time.

For **Kokban Automation Pvt Ltd,**

Mayuresh Pimpalkar
C.E.O

Declaration:
This is to certify that I have gone through and understood all the terms and conditions mentioned in the Offer of Appointment, Annexure A, B& C and I hereby accept and agree to abide by them:

Name in full :

Signature :

Address :

Date :

Place :

Scanned with CamScanner

Kokban Automation Pvt Ltd

Office No. 002,Ground Floor,Pentagon-3,Magarpatta City -Pune.

Pay Slip for the month of Jun/2023

Emp ID	134	Employee Name:	Pooja Patil
PF. No.	MH/PUN/1000885/123	Pay Days	20
Designation	Junior Engineer	PAN	GAUPP1035C
UAN	101954561548		

Earnings	Amount	Deductions	Amount
BASIC	6,668.00	PF	800.00
COST OF LE	5,473.00	ESI	92.00
BONUS	555.00		
Total	**12,696.00**	**Total**	**892.00**

Net Pay **11,804.00**

In Words **Rupees Eleven Thousand Eight Hundred Four Only**

Signature

Lev.Type	Op. Bal	Allot.	Avail.	Encash.	Adj.	Cl. Bal
EL	0.95	1.46	0	0	0	2.41
LOP			4			

Reim Name	Op. Bal	Alloted	Claimed	Cl. Bal

Loan	Taken	Op. Bal	EMI/Rct.	Cl. Bal

Advance	Taken	Op. Bal	EMI/Rct.	Cl. Bal

This is computer generated payslip, no signature is required.

SPARK MINDA
Powered by Passion

MINDA CORPORATION LIMITED
(DIE CASTING DIVISION - II)

23rd January, 2023

To

Mr. Karan Sharma

Training & Placement Officer
SVKM's Institute of Technology

Subject: Industrial Training cum Placement offer of Your Student in our company.

Dear Sir,

We are pleased to inform you that **Ms. Pranali Rajput** has been shortlisted for the **Internship training for six months** at **Minda Corporation Ltd** with a monthly stipend of **INR 10,000** (Ten Thousand Only).

We welcome **Ms. Pranali Rajput** in our plant for internship for the period from **14th February, 2023.**

Please confirm to us arrival date by email: ankita.palve@mindacorporation.com

As per standard system and procedure, training opportunity is granted on the following terms:

D. Internship Training:

1. It is presumed that identification of student is well verified by your college during admission.
18. Internship Trainee will report to our factory with copy of this letter signed by TPO of your college, he/she should carry college ID card. It is required for verification.
19. Date of joining will be considered starting date of project. 90% attendance is compulsory for submission of project. Student having more than 95% attendance will be entitled for paid leaves for final examination up to six working days.
20. Company is responsible only for providing training opportunity. Company is not responsible for any liability arising out of any miss happening /accident during internship training period.
21. Internship Trainee will do project in our company as assigned to his/her at Noida/Gr. Noida location.
22. Internship Trainee will have to submit one copy of project report to us, on completion of project for our records.
23. Internship Trainee will abide by factory rules & regulation of the company, such as Timing, Rules, Discipline, Safety norms etc. as applicable in the company.
24. Internship Trainee will do the project under the mentorship which will be assigned by the HR.

25. Company does not provide Hostel/Accommodation & Transport facility will be provided as per company norms to internship trainee.

26. During course of internship training, trainee will be going through various internal sensitive information. You should be fully aware of the sensitive nature of Company's information and should not divulge to any person, except with the specific authority of the Management, any information regarding the Company's operations or that of any of its clients.

27. No documents or stationery or any other material of confidential nature should be handed over to any person without the specific written approval of the Management. All documents personally handed over would be entered in the dispatch register prior to handing over the same.

28. You will ensure that no additional softwares /unlicensed softwares other than those provided by the Company would be loaded in the desktop / laptop / work station provided by the company. For such unauthorized uploading / installation you will make yourself liable for strict disciplinary action and all legal actions arising from this issue.

    In case of any breach of the conditions of this clause, the Company shall have a right to claim appropriate remedies available under the laws with no claim to the Company.

E. National Apprenticeship Training:

29. After completion of internship training for the period of six months, you will undergo the National Apprenticeship Training program for the period of 1 year at Minda Corporation Ltd. with monthly stipend INR 20,000 (Twenty Thousand Only).

30. Projects/applications will be assigned as per your deployment in the specific department for which you will learn and perform under guidance of Supervisor/Mentor.

31. Performance of your projects and learning will be monitored and reviewed on periodic basis.

32. You will be entitled for leaves as per company policy in-line with NATS Board.

F. Permanent Employment:

33. After successfully completion of National Apprenticeship Training and company requirement, you will be absorbed on company roll as an "Engineer" at Level IV-C in any geographical plant location of Minda Corporation Ltd. at CTC 30,000/Month (Thirty Thousand Per Month).

SP RK MINDA
Powered by Passion

MINDA CORPORATION LIMITED
(DIE CASTING DIVISION - II)

34. You will disclose and assign to the company forthwith any discoveries/invention made by you during the tenure of your training and employment with the company and such invention will be the sole property of the company.

Best Wishes
For Minda Corporation Ltd.,

Vibhandik

Meghasham Vibhandik
SBU Head – MCL DCD Pune

I accepted the offer letter from spark minda corporation Ltd.

Fegrali

Mob no-8830941015

MCL - DCD Pune Unit - 2

Minda Corporation Ltd. (Die Casting Div - II) D - 225/1,226,227, Chakan Insustrial Area, Phase -II, Village - Bhamboli, Tal - Khed, Dist - Pune, Pin - 410501, Maharashtra.

Pay Slip for the month of March 2023
All amounts are in INR

Emp Code	: TR820	**Location**	: PUNE
Emp Name	: Pranali Pravinsing Rajput	**Bank/MICR**	:
Department	: QUALITY	**Bank A/c No.**	: 3773773424 (CENTRAL BANK OF INDIA)
Designation	: TRAINEE	**Cost Center**	: MCL - DCD Pune Unit - 2
Grade	: Trainee	**PAN**	: EFXPR6184E
Gender	: F	**PF No.**	:
DOJ	: 14 Feb 2023	**PF UAN.**	: UANNOTAVBL
Payable Days	: 31.00	**ESI No.**	:
LWP	: 0.00		
Arrear Day(s)	: 0.00		

Earnings

Description	Rate	Monthly	Arrear	Total
Stipend	10000.00	10000.00	0.00	10000.00
GROSS EARNINGS	**10000.00**	**10000.00**	**0.00**	**10000.00**

Deductions

Description	Amount
Bus OR Transport Deduction	450.00
Canteen Deduction	92.00
GROSS DEDUCTIONS	**542.00**

Net Pay : 9458.00 (NINE THOUSAND FOUR HUNDRED FIFTY EIGHT ONLY)

Income Tax Worksheet for the Period April 2022 - March 2023

***You have opted for Old Tax Regime**

Description	Gross	Exempt	Taxable
Stipend	13214.00	0.00	13214.00
Gross	13214.00	0.00	13214.00

Deduction Under Chapter VI-A	
Investments u/s 80C	
Total Ded Under Chapter VI-A	**0.00**
Total Any Other Income	

Taxable HRA Calculation (Non-Metro)	
Rent Paid	0.00
From: 14/02/2023	
To: 31/03/2023	
1. Actual HRA	0.00
2. 40% or 50% of Basic	0.00
3. Rent - 10% Basic	0.00
Least of above is exempt	0.00
Taxable HRA	0.00

TDS Deducted Monthly

Month	Amount
February-2023	0.00
March-2023	0.00
Tax Deducted on Perq.	0.00
Total	**0.00**

Tax Working

Standard Deduction	50000.00
Previous Employer Taxable Income	0.00
Previous Employer Professional Tax	0
Professional Tax	0
Under Chapter VI-A	0.00
Any Other Income	0.00
Taxable Income	0.00
Total Tax	0.00
Tax Rebate u/s 87a	0.00
Surcharge	0.00
Tax Due	0.00
Health and Education Cess	0.00
Net Tax	**0.00**
Tax Deducted (Previous Employer)	0.00
Tax Deducted on Perq.	0.00
Tax Deducted on Any Other Income.	0.00
Tax Deducted Till Date	0.00
Tax to be Deducted	0.00
Tax per month	0.00
Tax on Non-Recurring Earnings	0.00
Tax Deduction for this month	**0.00**

Personal Note: This is a system generated payslip, does not require any signature.
*** This pay component is not a part of Grosspay, hence it is not included in Grosspay Total**

Disclaimer: This is a system generated payslip, does not require any signature.

Employee Code :TR820	Employee Name :Pranali Pravinsing Rajput	DOJ :14 Feb 2023	DOL :	Proposed DOL :

HRA EXEMPTION CALCULATION FOR THE MONTH OF MARCH 2023 FY:April 2022 - March 2023

PARTICULAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
BASIC SALARY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
METRO STATUS	-	-	-	-	-	-	-	-	-	-	-	-	**-**
HRA (C2)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
RENT RECEIVED	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
PAID DAYS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.00	31.00	**40.00**
METRO BASIS (C1)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
EXCESS OF 10% (C3)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
MINIMUM	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

Rent Received From Date : 14 Feb 2023**To Date :**31 Mar 2023

Personal Note: This is a system generated payslip, does not require any signature.
*** This pay component is not a part of Grosspay, hence it is not included in Grosspay Total**

Disclaimer: This is a system generated payslip, does not require any signature.

Offer: Computer Consultancy
Ref: TCSL/DT20206733271/Pune
Date: 19/04/2023

Ms. Kavita Vijay Jagtap
4,14, Subhash Nagar, Supadu Appa Colony, Old Dhule, Dhule,
Dhule,
Dhule-424001,
Maharashtra.
Tel# -

Dear Kavita Vijay Jagtap,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** 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 &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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 **₹15,000/-** 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.

House Rent Allowance (HRA)
Your HRA will be **₹7,500/-** 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

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.

Personal Allowance
You will be eligible for a monthly personal allowance of of **₹17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹4,300/-**. 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 **₹3,100/-** 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 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 **₹400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of **₹70,000** payable to you on an annual basis. This component is in appreciation of continuity of service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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 ₹60,000 over and above your CTC during the first year.The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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 CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

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.

Professional Memberships
You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

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. **Relevant Experience**
   As per the recommendation of our management review panel, out of your total experience, 0.0 years are being considered to be relevant to the business of our organization.

   At the time of Induction, your experience from date of management review by TCSL (while in service with current employer) till the date of relieving from your current employment will be added to your total and relevant experience subject to signing of declaration to that effect followed by validation of relevance of your experience during Background Check process.

2. **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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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.

3. 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.

4. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

5. Probation Period

You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory.

6. Working Hours

Your working hours are governed by applicable law. You may be required to work in

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



shifts and/or over time depending upon the business exigencies as permitted by law.

7. 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.

8. 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.

9. 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.

10. 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.

11. 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.

12. Work in SBWS mode

TCS' Secure Borderless Workspaces(SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

13. 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.

14. 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.

15. 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.

16. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

17. 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.

18. 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.

19. 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.

20. 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.

21. 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)

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

- 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 photocopies of the below documents

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

22. 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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

seriously to enable you to add maximum value to your professional and personal growth.

23. 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.

24. 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.

25. 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.

26. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

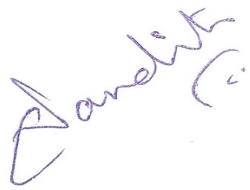
TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Kavita Vijay Jagtap**
Designation	**Systems Engineer**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Quarterly Variable Allowance*	3,100	37,200
3) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
4) City Allowance	400	4,800
TOTAL GROSS	51,844	7,00,022
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 Program.

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

*** 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)

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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 filling 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. 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.

11. 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

January 12, 2023

Priyanka Pravin Wakalkar
Shri Vile Parle Kelavani Mandal's
Institute of Technology, Dhule

Dear Priyanka Pravin Wakalkar,

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 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 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

_____

Priyanka Pravin Wakalkar

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

OR

- If you would like your family covered Family group Photograph of immediate family (4"X7", 3 Copies of the same photograph), only members in the photo will be covered, Photos should be clear and have only your immediate family who are your dependents.

- Copy of self-attested cancelled cheque *(**if you are eligible for ESIC enrolment as per government norms)*
- Copy of E-Aadhaar card for dependents and nominees for ESIC
- Insured Person number (**IP number) of any existing ESIC account where you are enrolled, in case you were eligible for ESIC benefit in your previous organization.
- Active Mobile number

*Please check the Company policy for the applicable limit\

4. If already a member of a provident fund (PF) scheme with previous employer, then provide:
   - Employer's name
   - Provident Fund account number from your previous employer
   - Universal account number (UAN) provided by your previous employer
   - Date of joining & leaving from previous employerCopy of recently downloaded E-Aadhaar
   - Card
   - Copy of confirmation screenshot of KYC verification on Aadhaar from the member portal*

** SOPs to facilitate e-KYC confirmation from the member portal have been attached with this communication.*

***The ESI section is applicable only for the employees whose CTC is not exceeding beyond 2.6 lakhs which does not include overtime, bonus, leave encashment are liable to avail this scheme.*
if your CTC is more than 2.6 lakhs. you may ignore the same.

The above documents/details are required and shall be obtained, stored and processed by Genpact strictly on a need to know basis as required for statutory requirements pertaining to compensation and benefits. Your records and information will be kept secure and handled strictly in accordance with the Genpact Data Privacy Policy.

We would encourage you to refer to the Standard Operating Procedure (SOP) attached here with, for help and guidance in procuring the above documents/details. Click Here

Wishing you all the best!

Note: Failure to furnish the above-mentioned documents and details at the time of joining might lead to delay in your joining date

Regards,



_____

Ritu Bhatia
Vice President – Recruitment

Accepted and Agreed

_____

Priyanka Pravin Wakalkar

Annexure II

COMPENSATION DETAILS

Name	**Priyanka Pravin Wakalkar**
Band	**5B**
Designation	**Sr Associate**
Location	**To be confirmed**
Components	**Amount (per annum)**
Basic	INR 2,55,000/-
Company Contribution to Provident Fund (PF)	INR 30,600/-
Housing Rent Allowance	INR 74,400/-
Fixed Pay	**INR 3,60,000/-**
Annual Performance Bonus*	**INR 7,200/-**
Performance Linked Incentive**	**Amount (per annum)**
Best Performer	INR 50,400/-
Average Performer	INR 38,400/-
Low Performer	INR 0/-
Total Earning Potential	**Amount (per annum)**
Best Performer	INR 4,17,600/-

Average Performer	INR 4,05,600/-
Low Performer	INR 3,67,200/-
Benefits	**Amount (per annum)**
Life Insurance	INR 14,00,000/-
Employee Deposit Linked Insurance Scheme (EDLIS)	As per Act
Personal Accident/Disability Insurance (For Employee)	INR 14,00,000/-
Medical Insurance covering hospitalization (For Employee)	INR 1,00,000/-
Interest Free Soft Loan (Post 6 Months)	INR 10,000/-
Out Patient Medical Facilities at Office	Free
Company Contribution ESIC	As per Act
Gratuity	INR 12,260/-
Other Attractions	
Parichay (Employee Referral Scheme)	As per scheme
Rewards & Recognition	As per Performance
Education@work : Professional advancement programmes	As per scheme
Concierge Services	Subsidized Rates

Notes:

* Employees not on Performance Linked Incentive Plan will be eligible for a different Annual Performance Bonus Plan than mentioned above. In such cases, Annual Performance Bonus potential is similar to the indicative Average Performance Linked Incentives as mentioned in table above. Annual Performance Bonus payout however is ultimately determined based on company / individual Performance and prevailing company guidelines.

** Performance Linked Incentive mentioned above is an indicative average amount possible for the said performance level. Eligibility for such incentives, actual amount and payout timelines may vary with Business/Process.

. The above mentioned components/benefits are as per the prevalent company policy and/or applicable law and are subject to change.

• The aggregate of all bonus payouts paid to you during an accounting year including Annual Performance Bonus (APB), VIC (if any), and other bonus payouts (if any) shall be in lieu of profit based bonus (if any), payable to you for such accounting year under Section 31A of the Payment of Bonus Act, 1961 ("PBA") (if applicable)

• In the event that the PBA is applicable to you and the aggregate of APB, VIC (if any) and any other bonus payout made to you during the year is less than the stipulated payout mentioned in the PBA, for such accounting year, Genpact will pay you the difference at a later date. You are not entitled to any bonus payout other than those mentioned above, either under applicable laws or as per your employment terms with Genpact. All amounts payable to you will be after deduction of applicable taxes

Any revision to your annual compensation will be effective from April of the subsequent year if your date of joining is September 30 or earlier. If your date of joining is between October 1 and December 31, you will not be eligible for compensation review in the forthcoming year. You will, however, be eligible to participate in the

compensation review process in the year after and therefore, your remuneration has been fixed after due consideration of the foregoing.

Female employees will be eligible for paid maternity leave and other benefits in accordance with the Maternity Benefit Act, 1961 or applicable legislation and Company Policies.

The Company reviews its compensation structure and policies from time to time. The compensation structure and benefits offered to you in this letter are subject to change and will be communicated to you when such change becomes applicable.

Any employee deduction will be governed by applicable legislations and prevalent Company Policy and will be subject to change.

Yours Sincerely,



Ritu Bhatia
Vice president – Recruitment

Accepted and Agreed

Priyanka Pravin Wakalkar

SPARK MINDA
Powered by Passion

MINDA CORPORATION LIMITED
(DIE CASTING DIVISION - II)

To

Mr. Karan Sharma

Training & Placement Officer
SVKM's Institute of Technology

10th January, 2023

Subject: Industrial Training cum Placement offer of Your Student in our company.

Dear Sir,

We are pleased to inform you that **Ms. Anushree Patil** has been shortlisted for the **Internship training for six months** at **Minda Corporation Ltd** with a monthly stipend of **INR 10,000** (Ten Thousand Only).

We welcome **Ms. Anushree Patil** in our plant for internship for the period from **10th January, 2023.**

Please confirm to us arrival date by email: **ankita.palve@mindacorporation.com**

As per standard system and procedure, training opportunity is granted on the following terms:

A. Internship Training:

1. It is presumed that identification of student is well verified by your college during admission.
1. Internship Trainee will report to our factory with copy of this letter signed by TPO of your college, he/she should carry college ID card. It is required for verification.
2. Date of joining will be considered starting date of project. 90% attendance is compulsory for submission of project. Student having more than 95% attendance will be entitled for paid leaves for final examination up to six working days.
3. Company is responsible only for providing training opportunity. Company is not responsible for any liability arising out of any miss happening /accident during internship training period.
4. Internship Trainee will do project in our company as assigned to his/her at Noida/Gr. Noida location.
5. Internship Trainee will have to submit one copy of project report to us, on completion of project for our records.
6. Internship Trainee will abide by factory rules & regulation of the company, such as Timing, Rules, Discipline, Safety norms etc. as applicable in the company.
7. Internship Trainee will do the project under the mentorship which will be assigned by the HR.

8. Company does not provide Hostel/Accommodation & Transport facility will be provided as per company norms to internship trainee.

9. During course of internship training, trainee will be going through various internal sensitive information. You should be fully aware of the sensitive nature of Company's information and should not divulge to any person, except with the specific authority of the Management, any information regarding the Company's operations or that of any of its clients.

10. No documents or stationery or any other material of confidential nature should be handed over to any person without the specific written approval of the Management. All documents personally handed over would be entered in the dispatch register prior to handing over the same.

11. You will ensure that no additional softwares /unlicensed softwares other than those provided by the Company would be loaded in the desktop / laptop / work station provided by the company. For such unauthorized uploading / installation you will make yourself liable for strict disciplinary action and all legal actions arising from this issue.

    In case of any breach of the conditions of this clause, the Company shall have a right to claim appropriate remedies available under the laws with no claim to the Company.

B. National Apprenticeship Training:

12. After completion of internship training for the period of six months, you will undergo the National Apprenticeship Training program for the period of 1 year at Minda Corporation Ltd. with monthly **stipend INR 20,000** (Twenty Thousand Only).

13. Projects/applications will be assigned as per your deployment in the specific department for which you will learn and perform under guidance of Supervisor/Mentor.

14. Performance of your projects and learning will be monitored and reviewed on periodic basis.

15. You will be entitled for leaves as per company policy in-line with NATS Board.

C. Permanent Employment:

16. After successfully completion of National Apprenticeship Training and company requirement, you will be absorbed on company roll as an **"Engineer" at Level IV-C** in any geographical plant location of Minda Corporation Ltd. at **CTC 30,000/Month** (Thirty Thousand Per Month).

17. You will disclose and assign to the company forthwith any discoveries/invention made by you during the tenure of your training and employment with the company and such invention will be the sole property of the company.

Best Wishes
For Minda Corporation Ltd.,

Vibhandik

Meghasham Vibhandik
SBU Head – MCL DCD Pune

Offer: Computer Consultancy
Ref: TCSL/DT20223043980/Pune
Date: 24/11/2022

Mr. Hrutik Pramod Patil
At Post NakaneNakane,
Near Z.P. High School, Nakane-424002,
Dhule-424002,
Maharashtra.
Tel# 91-9503159044

Dear Hrutik Pramod 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. 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 &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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 **₹14,784/-** 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 **₹5,914/-** 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. **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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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 ₹60,000 over and above your CTC during the first year.The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

12. 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.

13. 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.

14. 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.

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

16. 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.

17. 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.

18. 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.

19. 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.

20. 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,

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

21. 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

22. 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.

23. 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.

24. 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.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET **Annexure 1**

Name	**Hrutik Pramod Patil**
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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
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	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
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 Program.

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

*** 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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 filling 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



10. 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.

11. 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Gmail Vivek Ramrao Pawar <vivekrpawar1@gmail.com>

Mtech Admission 2023

1 message

pgadm@iitb.ac.in <pgadm@iitb.ac.in> 20 May 2023 at 11:17
To: vivekrpawar1@gmail.com
Cc: pgadm@iitb.ac.in

INDIAN INSTITUTE OF TECHNOLOGY, BOMBAY

Academic Office

Date: 20-May-2023

GATE Regn. No.: CS23S12030165

Gate Score: : 851.00

Application Id : B232429204

Name: VIVEK RAMRAO PAWAR

Specialization : CS

Sub: Admissions to M.Tech. Programme 2023-24 - 1st Offer

Dear Candidate,

Congratulations!

I am glad to inform you that you have been PROVISIONALLY selected for M.Tech. Programme (Direct Admission on the basis of GATE score) in (**check status on the Online Application portal)** Department/ Schools/Centres/ IDP Groups under **(TA/TAP) Category** .

You are instructed to do the following :

1. Visit Common Offer Admission Portal (COAP) **https://coap.iitkgp.ac.in/** and follow instructions therein meticulously during the period **May 20-22, 2023 (9:00 am)**. You NEED to select option carefully. Once you make the decision and submit, no further changes are possible.

2. If you choose “ACCEPT AND FREEZE” option against the discipline / department of IIT Bombay in COAP then to “CONFIRM” the admission at IIT Bombay, you NEED to pay the fees online during the period from **May 23 (10 a.m.) - June 17, 2023 (23:59 hours)** by Online Net Banking using IIT Bombay admission portal. **NO CLAIM for this offer will be entertained after the last date of payment of fees {i.e. by June 17, 2023 (23:59 hours) (12:00 midnight)}.**

3. Please note that if this offer is for the choices other than your first choice and you have **not chosen “Accept and Freeze"** and you still have the option for attending Written Test / Interview (VC/offline mode) as per the details available in the Institute website **http://www.iitb.ac.in/newacadhome/mtech.jsp** for admission to your higher choices.However, NO CLAIM for this offer will be entertained, if you have **not chosen “ACCEPT AND FREEZE” at COAP.**

4. Please remember that it is your responsibility to check your results and comply instructions strictly given on this web - link **http://www.iitb.ac.in/newacadhome/mtech.jsp**

5. If you CONFIRM your admission at IIT Bombay by choosing the option 'Accept and Freeze' in this round [Direct Admission on the basis of GATE score/Admission through Written Test and or Interview], you will be given an INTERNAL UPGRADATION at IIT Bombay in the subsequent rounds AUTOMATICALLY, and you will be shifted to your HIGHER CHOICE/PREFERENCE, being eligible for the same in IIT Bombay, as per your application submitted at IIT Bombay.

In such case, you NEED NOT to do anything. Your fee, if paid, will be adjusted against this HIGHER CHOICE/PREFERENCE and your admission will be CONFIRMED accordingly.

Fees, (If not paid)/ fresh offer), then you NEED to pay the fees online during the period from **May 23 (10 a.m.) –June 17, 2023 (23:59 hours) to "CONFIRM" the admission at IIT Bombay by Online Net Banking using IIT Bombay admission portal. NO CLAIM for this offer will be entertained after the last date of payment of fees {i.e. by June 17, 2023 (23:59 hours) (12:00 midnight)}**

Fees for all categories (GN/ GN-EWS/ OBC/ OBC-NC/ SC/ ST /PwD):
(subject to revision as per MoE/BoG decision)

(a) For GN/ GN-EWS/ OBC/ OBC-NC category : (TA/TAP, RA/RAP)	(b) For SC/ ST/ PwD category : (TA/TAP, RA/RAP)
With Hostel Accommodation = Rs. 53,500/-	With Hostel Accommodation = Rs. 38,500/-
Without Hostel Accommodation = Rs. 37,350/-	Without Hostel Accommodation = Rs. 22,350/-

If you have opted for Hostel Accommodation then you are required to submit the Mess Advance of Rs. 27,000/ by ONLINE payment/Net Banking as per the link provided in the online admission portal. The candidate shall directly contact The Deputy Registrar, Hostel Co-ordinating Unit (HCU), Ground Floor, Main Building, IIT Bombay on 022- 25768900/8901 or email at arhcu@iitb.ac.in / hcu.office@iitb.ac.in, for all hostel related queries. Please note that the Institute provides accommodation on campus strictly for the stipulated duration of Programme under which one is admitted.Hostel accommodation facillity is extended to FA/TA/RA/TAP/RAP/SW (Monash) category students of all PG programmes. However, please note that due to the extreme paucity of hostel rooms at IIT Bombay the initial two years of accommodation will be in double occupancy.

It may please be noted that the admission is provisional subject to following,

1. First class or 60%(55% marks for SC/ST/PwD) marks at Qualifying Degree Examination (As specified in the General Eligibility Criterion for admission in the M.Tech. Information Brochure 2023-24).

2. Candidates belonging to OBC-Non Creamy Layer (OBC-NC) **MUST** submit **latest** OBC-NC certificate Issued on or after April 01, 2023 at the time of joining, as per the given format.

3. Candidates belonging to PwD category may submit the PwD certificate at the time of joining (if applicable).

4. Economically Weaker Sections(EWS) candidates needs to submit EWS certificate issued by the Competent Authority in the prescribed format.

5. Subject to submission of ' copy of Resignation letter/Relieving Certificate (original)' from the present employer (applicable to candidates who are working/employed).

The Orientation and Registration Programme is scheduled from July 27 to July 28, 2023 (at 9.30 am onwards). You are advised to refer **http://www.iitb.ac.in/newacadhome/mtech.jsp** for more details on Registration and Orientation Programme.

Verification of documents / certificates will be held on in the concerned academic units. You are required to show self-attested copies of your Educational qualification, Date of Birth, Migration, Caste / Tribe / NonCreamy Layer / Disability / EWS certificates, etc. along with ORIGINALS for verification. The OBC-NC candidates needs to submit the latest OBC-NC certificate issued on or after **01st April, 2023,** as per the given format. You are advised to refer **http://www.iitb.ac.in/newacadhome/mtech.jsp** for more details about verification of documents in the month of **July 2023.**

You will be required to complete the vaccination during the first semester. Registration for the second semester will be subject to complete vaccination as required. Please refer to **http://www.iitb.ac.in/newacadhome/mtech.jsp** for proforma of "Vaccination Certificate/Vaccination Exemption Certificate".

Candidate whose qualifying degree (B.E. / B.Tech. / M.Sc. etc.) is not yet completed or results are awaited, shall email to concerned HOD / office of the academic unit a certificate from the Head / Principal of the Institute / College about the status of the final examination. Emails and other details of academic units are available at **https://www.iitb.ac.in/newacadhome/DetailsaboutDeptSchoolCentresIInterdisciplinaryGroups.pdf**. However, they must submit the passing certificate and a proof for having First Class or 60% marks (55% for SC/ST) in qualifying degree examination by **31st August, 2023**, failing which the admission will stand cancelled (please refer to A.5) Eligibility for M.Tech./M.Tech.+ Ph.D. (Dual Degree) programmes of M.Tech. Information Brochure 2023-24).

A student holding Teaching Assistantship (TA) / Research Assistantship (RA)/ Teaching Assistantship through Project (TAP) / Research Assistantship through Project (RAP) shall not accept or hold any appointment paid or otherwise or receive any emoluments, salary, stipend from any other source during the tenure of their programme.

IIT Bombay reserves the right to withdraw the admission at any stage / time in case a candidate does not fulfil the requisite qualifications and/or percentage of marks in qualifying degree or supplies any false information.

The details about the refund of deposits are given in the Institute webpage **http://www.iitb.ac.in/newacadhome/mtech.jsp**.

Candidates wishing to cancel/withdraw admission after paying the requisite fees MUST communicate the same by an email given in the application form to pgadm@iitb.ac.in stating subject "CANCELLATION OF M.Tech. ADMISSION 2023-24 DA(__ offer)" by specifying the department/ specialization and application ID. Email regarding cancellation/withdrawal of admission will be entertained, ONLY IF, the request is made through E-mail ID given in the Application form.

To process the refund you need to visit the IIT Bombay ONLINE application portal for cancellation request and to enter your own/Self Bank Account No., IFSC Code, Bank and Branch information and upload a proof of this account information.

The refund will be send to the respective candidate's Bank account from receipt of such e-mail/ request, and following the due process of refund, after verifying the details, within 8/10 weeks.

Motorized vehicle of any type for the students on the Institute campus is strictly prohibited, except medical cases as required.

You are advised to check the Institute webpage **http://www.iitb.ac.in/**

newacadhome/mtech.jsp and ONLINE application portal for all updates/offers periodically.

With Best wishes,

sd/-
Jt. Deputy Registrar (Academic)