



Estd 2009

Shri Balasaheb Mane Shikshan Prasarak Mandal's
ASHOKRAO MANE GROUP OF INSTITUTIONS

Address : Vathar Tarf Vadgaon, Tal. Hatkanangale, Dist. Kolhapur - 416 112 (Maharashtra)
Phone : (0230) 2407740, 2407760 Fax : (0230) 2407750 Email : director@amgoi.edu.in Website : www.amgoi.org

Approved by : AICTE, New Delhi No. F-No. MS (Newint) 2009 / 08, Higher & Technical Education Department, Govt. of Maharashtra, Directorate of Technical Education, Mumbai. Affiliated to : Dr. Babasaheb Ambedkar Technological University, Lonere - Raigad. (B.Tech. & M.Tech. Programs), Shivaji University, Kolhapur. (MBA Program).

Accredited by NAAC

Founder President
Late Shri. Ashokrao Mane

Director
Dr. A. V. Deshmukh, M.E., Ph.D.

President
Hon. Shri. Vijaysinh A. Mane

Ref. No. :

Date :

Department of Computer Science and Engineering

5.2.1 Number of placement of outgoing students during the year 2023-24

Sr No.	Name of student placed with his/her contact details	Name of the employer with contact details	Pay package at the time of appointment
1.	Gourav Goutam Godane 7083848596 guruwipro13@gmail.com	Microland Limited 1B, Ecospace, Bellandur, Outer Ring Road, Bangalore, Karnataka, 560 103, India Tel. +91 80 61758 1000	12.0 LPA
2.	Karan Rajendra Jarag 8007584361 karanjarag09@gmail.com	Infosys Limited CIN: L85110KA1981PLC01311544, Infosys Avenue Electronics City, Hosur Road Bangalore 560 100,India Tel:91 80 2852 0261	9.5 LPA
3.	Amruta Arjun Mane 7887626432 amrutamane823@gmail.com	Accenture Services Pvt Ltd. Pune India Address : Building B-1, Magarpatta City (SEZ), Magarpatta City, Hadapsar – Mundhwa Road, Hadapsar, Pune. Maharashtra. India - 411013 Phone No / Contact Number : 20 - 41451000	4.5 LPA
4.	Ajinkya Ashok Patil 9172488400 patilajinkya1120@gmail.com	ExcelR EdTech Private Limited 49, 1st Cross 27th main behind Tata Motor, 1st Stage, BTM Layout, Bengaluru, Karnakata 560068 Tel:180- 212-2120	4.5 LPA
5.	Harshvardhan Anil Mangalekar 7620733128 harshmangalekar@gmail.com	ExcelR EdTech Private Limited 49, 1st Cross 27th main behind Tata Motor, 1st Stage, BTM Layout, Bengaluru, Karnakata 560068 Tel:180- 212-2120	4.5 LPA
6.	Jyoti Ashok Khot 9527248101 khotjyoti18@gmail.com	ExcelR EdTech Private Limited 49, 1st Cross 27th main behind Tata Motor, 1st Stage, BTM Layout, Bengaluru, Karnakata 560068 Tel:180- 212-2120	4.5 LPA
7.	Pournima Ramesh Kamble 8857896422 pournimakamble7057@gmail.com	ExcelR EdTech Private Limited 49, 1st Cross 27th main behind Tata Motor, 1st Stage, BTM Layout, Bengaluru, Karnakata 560068 Tel:180- 212-2120	4.5 LPA

8.	Shruti Anandkishor Tiwari 7410190855 shrutitiwari1327@gmail.com	ExcelR EdTech Private Limited 49, 1st Cross 27th main behind Tata Motor, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068 Tel:180- 212-2120	4.5 LPA
9.	Abhishek Manikrao Salunkhe 9172835858 abhisheksalunkhe58@gmail.com	ExcelR EdTech Private Limited 49, 1st Cross 27th main behind Tata Motor, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068 Tel:180- 212-2120	4.5 LPA
10.	Harshvardhan Anil Mangalekar 7620733128 harshmangalekar@gmail.com	Accenture Services Pvt Ltd. Pune India Address : Building B-1, Magarpatta City (SEZ), Magarpatta City, Hadapsar –Pune. Maharashtra. India - 411013 Phone No / Contact Number : 20 - 41451000	4.5 LPA
11.	Kiran Dagadu Shinde 9763577243 shindekiran1686@gmail.com	Sankey Solution Private Limited 805 Wagle Estete Rhane 400604 Tel:- 8291645656	4.0 LPA
12.	Samruddhi Rajendra Patil 9307393213 samruddhip746@gmail.com	Capgemini Rajiv Gandhi Infotech Park, Hinjawadi Phase -III Taluka- Mulshi, Pune - 411057,India Tel:+91 20 6699 1000	4.0 LPA
13.	Pranoti Bajarang Gaikwad 9021894946 pranotigaikwad2509@gmail.com	Capgemini Rajiv Gandhi Infotech Park, Hinjawadi Phase -III Taluka- Mulshi, Pune - 411057,India Tel:+91 20 6699 1000	4.0 LPA
14.	Aditi Maruti Chougule 9823841750 aditichougule423@gmail.com	Capgemini Rajiv Gandhi Infotech Park, Hinjawadi Phase -III Taluka- Mulshi, Pune - 411057,India Tel:+91 20 6699 1000	4.0 LPA
15.	Samruddhi Rajendra Patil 9307393213 samruddhip746@gmail.com	Numetry Technology, Regus, Sky one Unit No: 101, 1St floor kalyani nagar Pune 411006	4.0 LPA
16.	Akshay Rangrao Kamble 7776995166 akshaykamble7776@gmail.com	Numetry Technology, Regus, Sky one Unit No: 101, 1St floor kalyani nagar Pune 411006	4.0 LPA
17.	Karina Ajim Bhaladar 7558387527 bhaldarkarina@gmail.com	Numetry Technology, Regus, Sky one Unit No: 101, 1St floor kalyani nagar Pune 411006	4.0 LPA
18.	Snehal Rajaram Morbale 7249557092 snehalmorbale1611@gmail.com	Numetry Technology, Regus, Sky one Unit No: 101, 1St floor kalyani nagar Pune 411006	4.0 LPA
19.	Snehal Satyappa Magdum 8805887043 snehalmagdum88048@gmail.com	Numetry Technology, Regus, Sky one Unit No: 101, 1St floor kalyani nagar Pune 411006	4.0 LPA
20.	Piyushya Anil Patilmulik 8010924576	Numetry Technology, Regus, Sky one Unit No: 101, 1St floor kalyani nagar Pune 411006	4.0 LPA

	piyushamulik566@gmail.com		
21.	Amruta Arjun Mane 7887626432 (amrutamane823@gmail.com)	Numetry Technology, Regus, Sky one Unit No: 101, 1St floor kalyani nagar Pune 411006	4.0 LPA
22.	Karan Rajendra Jarag 8007584361 karanjarag09@gmail.com	Tata Elxsi Limited	3.2 LPA
23.	Anuradha Shashikant Farakte 9579704366 anuradhafarakte9126@gmail.com	Tata Consultancy Service,Pune	3.6 LPA
24.	Omkar Ashok Kashid 8483949924 omkarkashid2525@gmail.com	Real Time Application Center, 1st Floor, Udyam Chambers, Rajaram Rd, opp. Irwin Christian High School, Shivaji Udyam Nagar, Kolhapur, Maharashtra 416008	1.8 LPA
25.	Harshada Sanjay Kamble 7720892987 harshada227053@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
26.	Shruti Anandkishor Tiwari 7410190855 shrutitiwari1327@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
27.	Kiran Dagadu Shinde 9763577243 shindekiran1686@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
28.	Yash Deepak Chokakkar 9359375445 yashchokakkar37@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
29.	Aditya Mahesh Chougule 9665690085	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
30.	Aditi Maruti Chougule 9823841750 aditichougule423@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
31.	Pranoti Bajarang Gaikwad 9021894946 pranotigaikwad2509@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
32.	Amruta Arjun Mane 7887626432 (amrutamane823@gmail.com)	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
33.	Snehankeet Sampat Shinde 7066380520 snehankeet17@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
34.	Poorva Mahesh Shreshthi 7972984956	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA

35.	Anirudha Sukhdev Tikode 8412996663 aniruddhatikode@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
36.	Jyoti Ashok Khot 9527248101 khotjyoti18@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
37.	Harshvardhan Anil Mangalekar 7620733128 harshmangalekar@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
38.	Manade Swaroop Dilip Manade 9022922383 swaroopdilipmanade@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
39.	Ajinkya Ashok Patil 9172488400 (patilajinkya1120@gmail.com)	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
40.	Mujaffar Allauddin Pathan 9975615202 mujaffarpathan31786@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
41.	Dhairyashil Udaysingh Patil 9404533537 dhairyashilpatil4400@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
42.	Prathamesh Sudhakar Patil 7719980879 prathameshpatil0721@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
43.	Anuradha Shashikant Farakte 9579704366 anuradhafarakte9126@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA
44.	Gourav Goutam Godane 7083848596 (guruwipro13@gmail.com)	Capgemini technology Services India Limited, CAPGEMINI Knowledge Park IT 3 / IT 4, Thane belapur Road, Navi Mumbai-400708,	9.0 LPA
45.	Pushkar Ramesh Kumbhar 7040138631 pushkar09@gmail.com	Kleverowl Solutions Pvt. LTD. 11/247, Station Road, Ichalkaranji 416115 Tel:9923500000	1.2 LPA
46.	Aniket Raghunath Thorat 9673896071 aniketthorat1677@gmail.com	Walstar Technologies Private Limited 2103/47 E- Rukmini Nagar In Front of Datta Mandir, Kolhapur 416005	1.2 LPA
47.	Vivek Chandrakant Jadhav 7385091764 vivekjadhav1764@gmail.com	Walstar Technologies Private Limited 2103/47 E- Rukmini Nagar In Front of Datta Mandir, Kolhapur 416005	1.2 LPA

48.	Mujaffar Allaiddin Pathan 9975615202 mujaffarpathan31786@gmail.com	Sangli software,SF1 Dattatray Sahnivas Plot No 40/1 Opposite to MSEB Junction Sangli 416416	1.2 LPA
49.	Sanskar Mohan Tashildar 9325968425 sanskartashildar@gmail.com	IT SHAALA 317, 3rd Floor, East Wing, Aurora Towers, M G Road, Camp, Pune - 411001	1.2 LPA
50.	Minakshi Shamarav Patil 7507566730 Minakshipatil1306@gmail.com	Integrated Business Solution(IBS) M.D. Keni Road Mahur Mumbai	1.8 LPA
51.	Poorva Mahesh Shreshthi 7972984956	AQM technologies Pvt Ltd	1.8 LPA
52.	Mulla Amanulla Allaiddin 9730509946 amanullamulla9946@gmail.com	Sanjay Ghodawat University, Kolhapur, Kolhapur - Sangli Highway, A/p Atigre - 416 118, Tal. - Hatkanangale, Dist. Kolhapur, Maharashtra, India	1.8 LPA
53.	Pournima Ramesh Kamble 8857896422 pournimakamble7057@gmail.com	Biyani Technologies Pvt.Ltd. 2nd floor Royal Prestige Building Lohiya path, Kolhapur-416001 9850819973	1.8 LPA
54.	Owskar Dayanand Ganbawale 9021168043 oskarganbawale@gmail.com	Chanakya Software Services Pvt Ltd. Hinjawadi Phase II, Hinjawadi Rajiv Gandhi Infotech Park, Hinjawadi, Pune, Pimpri- Chinchwad, Maharashtra 411057	1.8 LPA
55.	Soham Shivaji Gaikwad 9373080098 sohamgaikwad5117@gmail.com	Qspider 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension Karnataka	2.6 LPA


TPC


HOD
HOD

Computer Science & Engineering
AMGOI, Faculty of Engineering
Vathar Tart vadgaon, Dist. Kolhapur


TPO



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25-Jan-2024

Candidate ID :20552103

EMPLOYMENT AGREEMENT

This Agreement is made and entered on 25-Jan-2024, BY AND BETWEEN:

Microland Limited having its registered office at **1B, Ecospace, Bellandur, Outer Ring Road, Bangalore 560103** (hereinafter referred to as **Microland** which expression shall, unless repugnant to the context or meaning thereof be deemed to mean its successors in business and permitted assigns) of the first part;
And

Gourav Goutam Godne, a citizen of India, (hereinafter referred to as Employee) of the other part.

Microland and the Employee are collectively referred to as the **Parties** and individually as the **Party**.

WHEREAS

- (A) Microland wishes to employ the Employee and the Employee has agreed to such employment on the terms and conditions contained in this Agreement.
- (B) In consideration of the mutual promises and agreements between the Parties hereto, the Parties have agreed to enter into this Agreement to govern the terms and conditions of their association.

NOW THEREFORE, the terms and conditions of the employment of the Employee with Microland are as follows:

Job Title Associate SME - Digital Network

Appointment Date 29-Jan-2024

This will be considered by Microland to calculate the tenure of employment with Microland and all other statutory benefits that the Employee may be entitled to.

Tenure of Agreement

This Agreement shall take effect on the 29-Jan-2024 and shall remain in force for a fixed term of 24 months, unless terminated earlier in accordance with the provisions of this Agreement. The term of the Agreement may be extended by Microland on its sole discretion on such terms and conditions as may be mutually agreed between the Parties in writing.

During the term of this Agreement, the Employee shall devote full working time, attention and energy to the performance of the duties assigned to him. The Employee shall not, whether directly or indirectly, be employed, engaged, concerned or interested in any manner whatsoever in any trade, business or profession other than the business of Microland or accept any appointment to any office whether for gain or otherwise without the written consent of Microland.

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Company to furnish the information set forth in the preceding sentence as part of the employment application process. Employees hereby consents to and understand that the Company will only use the information collected for the purposes of (if and as applicable) establishing or continuing your employment, including without limitation, evaluating your employment application, determining employment eligibility under the Company's employment policies, assessing property and business risks to the Company, and otherwise as may be permitted or required by law. You authorize and consent to the release of records obtained through such checks to the authorized representatives of the Company or its agents, and to the Company's affiliates, for the purposes described above. You acknowledge and agree that any information relating to a Background Verification Process may be shared with any customers of the Company and stored on the respective servers.

Data Protection

Employee shall ensure that all personal data is accurate and kept secure at all times. The Employee agrees to Microland and any affiliates, holding and processing, both electronically and manually, the data it collects in relation to the Employee during the course of his employment, for the purposes of administration and management of employees and Microland's business, and for compliance with applicable procedures, laws and regulations and to the transfer, storage and processing by Microland of such data outside India.

Employee agrees that data relevant to his employment with Microland may be collected, processed and retained on a computerized database and can be accessed by selected employees of Microland and its related entities for legitimate business reasons.

Employee Surveillance

Employee agrees that Microland may use various modes to ensure that the internet, email facilities and other communication systems provided by Microland are used in an appropriate manner. These may include the scanning, reading, inspection, scrutiny of emails sent and received, and web sites visited or created by the Employee. The Employee acknowledges that he does not have any expectation of privacy when using Microland's resources. For the avoidance of doubt, and for the limited purpose of safeguarding Microland's confidential and proprietary information, Microland shall have the right to monitor any personal e-mail or social media forum that may be accessible to the Employee from Microland including but not limited to Gmail, Facebook, Twitter, etc. Microland also reserves the right to monitor its employees using various security measures including, but not limited to closed circuit television systems.

Confidential Information

Employee shall not, at any time during the term of this Agreement or thereafter, undertake any other employment (part time/full time assignments), business, etc. without the prior permission from the

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of this Agreement or any other misconduct as may be set out in the Employee Guidelines.

Termination for ill-health

If the Employee, at any time, is prevented from ill-health or accident or any physical or mental disability from performing his/her duties hereunder, he/she shall inform Microland and supply it with such details as it may be required and if he/she is unable by reason of ill-health or accident or disability, for a period of [3] months or more to perform his/her duties hereunder, Microland may forthwith terminate this Agreement.

Termination by Microland

Notwithstanding anything to the contrary herein contained, Microland shall be entitled to terminate the employment under this Agreement at any time before its expiry by giving the Employee 60 Days notice in writing or payment in lieu(Basic and HRA) thereof. The Employee agrees and accepts that any statutory or other "last in first out" rule or any modifications thereof shall not apply in the event of the termination of this Agreement for any reason whatsoever. The employment of the Employee is on a fixed term basis and will cease automatically upon the expiry of this Agreement, as specified in this Agreement under the head 'Term'.

Handover

Upon the expiry of this Agreement or cessation of employment for any reason, whichever is earlier, the Employee shall immediately hand over charge to such person nominated for that purpose by Microland and shall deliver to such person such papers, documents and other property of Microland as may be in his/her possession, custody, control or power, including but not limited to any keys, phones, computers, vehicles, etc. provided by Microland.


In addition to the terms and conditions of employment as contained in this Agreement, the Employee shall also observe and comply with and shall be bound by any rules, regulations, work disciplines, payroll, leave & attendance, all company related policies and procedures either prevalent at the time of his/her employment or as revised or framed by Microland from time to time for observance and compliance by its employees.

This contract of employment shall be governed and interpreted according to the laws of India. The courts at **Bengaluru** shall have the exclusive jurisdiction to entertain any dispute, controversy, claim or breach arising out of or in relation to this Agreement, including any questions, issues or disputes concerning its existence, validity or termination.

If any provision of this Agreement is held by a court of competent jurisdiction to be illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the invalid or unenforceable provision.

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Annexure A

Name :	Gourav Goutam Godne	
Designation :	Associate SME - Digital Network	
Level :	P3	
Location :	India - Bengaluru	
Notice Period :	60 Days	
Components	Monthly (₹)	Annual (₹)
Basic	30,666	3,68,000
House Rent Allowance	12,267	1,47,200
Flexible Benefit Plan [1]	49,220	5,90,640
GROSS	92,153	11,05,840
PF - Company's Contribution @ 12% of Basic [2]	3,680	44,160
COST TO COMPANY (CTC)	95,833	11,50,000
TOTAL EARNING POTENTIAL (TEP)		11,50,000
Group Medical Coverage Premium [Company borne]		11,280
TOTAL EARNING POTENTIAL + Benefits(TEPB)		11,61,280
BENEFITS		Insured Amount (₹)
Group Medical Insurance Scheme for Self, Spouse & 2 Dependent Children		4,00,000
Group Personal Accident Insurance		2 * Annual CTC (minimum of 10,00,000)
Group Term Life Insurance		3 * Annual CTC (minimum of 16,00,000)
 Srinivasan T Chief People Officer		
Accepted By -Gourav Goutam Godne	Signature:	Date: 25-Jan-2024

Annexure A (Continued)

HRD/NOBA/1007220718/24-25

Mr. Karan Jarag
At Post Sarawade,
Taluka - Radhanagari,
Kolhapur-416212
India

Ph: +91-8007584361

Dear Karan,

Welcome to Infosys!

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

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

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

Sincerely,

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited

Certificate expires by SUSHANTH MICHAEL THARAPPAN sushanth.tharappan@infosys.com
Validity Unknown
Digitally signed by SUSHANTH MICHAEL THARAPPAN
Date: 2024.08.22 16:42:37 IST
Reason: Digitally signed
Location: Bangalore

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

Therefore, you would need to undergo the training program at the Company. The training program may consist of classroom and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Probation and Confirmation

You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee of Infosys Limited. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet at Annexure - III.

Leave

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

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

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

Increments and Promotions

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

Transfer

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

Compensation and Benefits

Salary

Your Fixed Gross Salary will be **INR 67,293** per month and Total Gross Salary inclusive of Performance Bonus (at an indicative payment of 100%) will be **INR 79,168** per month. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I

Performance Bonus

You will be eligible to participate in the Company's discretionary Bonus Plan. Your maximum Performance Bonus (at a payment of 100%) is **INR 11,875** per month. This payment of your Bonus can vary from 0% to 100% depending on individual, group and Company performance.

Notice period

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

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

Background checks

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

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

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

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

Other Terms and Conditions

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

ANNEXURE - II

NON COMPETE AGREEMENT

I, _____ do hereby acknowledge and confirm the following:-

(1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.

(2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;

b. accept any offer of employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.

For the purpose of this Non-Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

- i. Tata Consultancy Services Limited
- ii. Accenture Limited
- iii. International Business Machines Corporation
- iv. Cognizant Technology Solutions Corporation
- v. Wipro Limited

Place: _____ Employee Signature: _____

Date: _____ Employee Name : Mr. Karan Jarag

Acknowledged by Infosys Limited:



19 July 2024

C09312432
Amruta Arjun Mane
856, mane lane, nerle

Dear Amruta Arjun Mane,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12
Job Title - Packaged App Development Associate
Job Family Group - Software Engineering

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature:

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:

Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

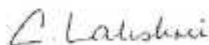
This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Amruta, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact CHAITRA H S at campus.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C

Managing Director and Lead, Human Resources, Accenture in India

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 32,555/-
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 435,655/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

Total Cash Compensation Elements*Annual Fixed Compensation****

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of INR 7,50,000/-

a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

##(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Share Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

JOINING BONUS

You would receive a discretionary joining bonus of INR 25,000/- in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]
- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

- I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

OFFER LETTER

Date : 09/12/2023

Dear **Ajinkya Ashok Patil**

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email ID.

For verification, please share the below-mentioned documents with **e-cap@excelr.com**

- 2 Passport size photo
- Copy of your College ID
- Any one Govt ID proof (Driving License / PAN card / AADHAR card)
- Signed copy of this Offer letter as an acceptance.

Following are the details for Job Profile**Full Stack Developer | Front End | Back End**Job Location: **PAN India****Job Description**Job Profile: **Full Stack Developer | Front End Developer | Back End Developer**Position: **Developer**Location: **PAN India**Duration: **5 months of training and 100% Placement Assistance**Package*: **2.8LPA to 6LPA**

Best Regards,

**Shyam Narayan**
Director – Human ResourceFor **EXCELR EDTECH PRIVATE LIMITED***Authorised Signatory*

***Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.**

ExcelR EdTech Private Limited**Registered Office**

#49, 1st Cross, 27th Main, 1st Stage,
BTM Layout, Bengaluru, Karnataka - 560068

 +91 96321 56744 enquiry@excelr.com www.excelr.com

CIN U63099KA2023PTC173077



OFFER LETTER

Date : 09/12/2023

Dear **Harshvardhan Anil Mangalekar**

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email ID.

For verification, please share the below-mentioned documents with **e-cap@excelr.com**

- 2 Passport size photo
- Copy of your College ID
- Any one Govt ID proof (Driving License / PAN card / AADHAR card)
- Signed copy of this Offer letter as an acceptance.

Following are the details for Job Profile

Full Stack Developer | Front End | Back End

Job Location: **PAN India**

Job Description

Job Profile: **Full Stack Developer | Front End Developer | Back End Developer**

Position: **Developer**

Location: **PAN India**

Duration: **5 months of training and 100% Placement Assistance**

Package*: **2.8LPA to 6LPA**

Best Regards,

For EXCELR EDTECH PRIVATE-LIMITED

Authorised Signatory

Shyam Narayan
Director – Human Resource

***Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.**

ExcelR EdTech Private Limited

Registered Office

#49, 1st Cross, 27th Main, 1st Stage,
BTM Layout, Bengaluru, Karnataka - 560068

+91 95321 56744

enquiry@excelr.com

www.excelr.com

CIN:U62099KA2023PTC173077

Offer Letter

Dear Jyoti Ashok Khot

Issued on: 09/12/2023

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

QA Automation (Selenium) / Manual Tester

Job Location : PAN India

Job Description

Job Profile: Jr.QA Engineer / QA Engineer

Position: QA Automation Tester (Selenium) / Manual Tester

Location: PAN India

Duration: 2 months of training and 100% Placement Assistance

Package*: 2.8LPA to 5LPA

Best Regards,



For EXCELR EDTECH PRIVATE LIMITED

Shyam Narayan

Director

Authorised Signatory

*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR Solution

49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068,
Email: enquiry@excelr.com | 1800-212-2120 (Toll Free) www.excelr.com

OFFER LETTER

Date : 09/12/2023

Dear Pournima Ramesh Kamble

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email ID.

For verification, please share the below-mentioned documents with **e-cap@excelr.com**

- 2 Passport size photo
- Copy of your College ID
- Any one Govt ID proof (Driving License / PAN card / AADHAR card)
- Signed copy of this Offer letter as an acceptance.

Following are the details for Job Profile

Full Stack Developer | Front End | Back End

Job Location: **PAN India**

Job Description

Job Profile: **Full Stack Developer | Front End Developer | Back End Developer**

Position: **Developer**

Location: **PAN India**

Duration: **5 months of training and 100% Placement Assistance**

Package*: **2.8LPA to 6LPA**

For **EXCELR EDTECH PRIVATE LIMITED**
Best Regards,


Authorised Signatory

Shyam Narayan

Director – Human Resource


***Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.**

ExcelR EdTech Private Limited

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BTM Layout, Bengaluru, Karnataka - 560068

 +91 96321 56744

 enquiry@excelr.com

 www.excelr.com

CIN:U52099KA2023PTC173077

OFFER LETTER

Date : 09/12/2023

Dear **Shruti Anandkishore Tiwari**

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email ID.

For verification, please share the below-mentioned documents with **e-cap@excelr.com**

- 2 Passport size photo
- Copy of your College ID
- Any one Govt ID proof (Driving License / PAN card / AADHAR card)
- Signed copy of this Offer letter as an acceptance.

Following are the details for Job Profile

Full Stack Developer | Front End | Back End

Job Location: **PAN India**

Job Description

Job Profile: **Full Stack Developer | Front End Developer | Back End Developer**

Position: **Developer**

Location: **PAN India**

Duration: **5 months of training and 100% Placement Assistance**

Package*: **2.8LPA to 6LPA**

Best Regards,

For EXCELR EDTECH PRIVATE-LIMITED



Authorised Signatory

Shyam Narayan

Director – Human Resource


***Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.**


ExcelR EdTech Private Limited

Registered Office

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BTM Layout, Bengaluru, Karnataka - 560068

 +91 95321 56744

 enquiry@excelr.com

 www.excelr.com

CIN:U62099KA2003PTC173077

OFFER LETTER

Date : 09 Dec 2023

Dear **Abhishek Manikrao Salunkhe**

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email ID.

For verification, please share the below-mentioned documents with **e-cap@excelr.com**

- 2 Passport size photo
- Copy of your College ID
- Any one Govt ID proof (Driving License / PAN card / AADHAR card)
- Signed copy of this Offer letter as an acceptance.

Following are the details for Job Profile

Full Stack Developer | Front End | Back End

Job Location: **PAN India**

Job Description

Job Profile: **Full Stack Developer | Front End Developer | Back End Developer**

Position: **Developer**

Location: **PAN India**

Duration: **5 months of training and 100% Placement Assistance**

Package*: **2.8LPA to 6LPA**

Best Regards,

For EXCELR EDTECH PRIVATE-LIMITED



Authorised Signatory

Shyam Narayan
Director – Human Resource

***Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.**

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enquiry@excelr.com



www.excelr.com

CIN:U52099KA2023PTC173077



19 August 2024

C09205745
 Harshvardhan Anil Mangalekar
 Behind Holy Mother English Medium School, Maratha Nagar, Peth Vadgaon

Dear Harshvardhan Anil Mangalekar,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12
 Job Title - Packaged App Development Associate
 Job Family Group - Software Engineering

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:

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You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

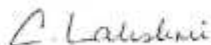
This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Harshvardhan, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Mr Mohamed S Althaf at campus_queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C

Managing Director and Lead, Human Resources, Accenture in India

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
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**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of INR 7,50,000/-

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You would receive a discretionary joining bonus of INR 25,000/- in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]
- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

- I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

Offer of Employment

Dear **KIRAN SHINDE**

We are extremely pleased to offer you a position of "Solution Analyst" with Sankey Business Solutions Pvt. Ltd.

Congratulations! On your employment and we welcome you to our Sankey Family!

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.

- Your overall annual CTC will be 4 lakhs per annum. You will be on Probation Period for six months during which your salary will be Rs.2,40,000/ year After Probation your annual CTC will be revised to Rs.4,00,000/year. All of the above will be dependent on the performance.
- There will be a performance incentive of Rs.1,00,000/- as a part of this annual package, to be given after completion of 1.6 Years at Sankey Business Solutions, as a full-time employee, subject to individual and company performance.

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 learning.

Best Regards,

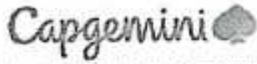
Sandeep Patil

Sandeep Patil,

Director,

Sankey Business Solutions Pvt. Ltd

Email : sandeep@sankeysolutions.com



Capgemini Technology Services India Limited,

Registered Office No. 14, Rajiv Gandhi Infotech Park, Hinjawadi Phase-III,
MIDC-SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India.
CIN: U85110PN1903PLC145950
E: ogocompanysecretary.in@Capgemini.com
www.capgemini.com/in-en

EMPLOYMENT OFFER LETTER

Capgemini Ref: 501551/109689,

12/16/2024,
Samruddhi Rajendra Patil.

A/P- Bhadole, Near Maruti Chowk Tal- Halkangale, Bhadole
PO: Bhadole, DIST: Kolhapur, Maharashtra
India.

Confidential

Dear Samruddhi Rajendra Patil,

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 12/24/2024 (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 **Mumbai**.
- C) You have to report by 9:00 A.M. at **Mumbai** office to complete your on-boarding and joining formalities. In this regard, you may contact security at the main gate for your entry pass at:

Address
Capgemini Technology Services India Limited, CAPGEMINI Knowledge Park (SEZ), IT 3 / IT 4, Airoli Knowledge Park, Thane-Belapur Road, Airoli, Navi Mumbai - 400706, Maharashtra

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

- D) Your all-inclusive annual target compensation (on a cost to company basis) will be **₹400,000.00 (Rupees Four Lakh Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

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

Analyst

Total Cost to Company (CTC).

₹400,000.00

Monthly Components	Per Month	Annualized
Basic	₹21,200.00	₹254,400.00
House Rent Allowance	₹7,501.00	₹90,012.00
Gross monthly salary	₹28,701.00	₹344,412.00
Statutory payments ++		
Company's contribution to PF *	₹2,544.00	₹30,528.00
Gratuity (accrual only)		₹12,240.00
Total Fixed Compensation		₹387,180.00
Total Cash Compensation		₹387,180.00
Benefits		
Medical, Accident & Life Insurance Premium		₹12,820.00
Total Cost to Company		₹400,000.00

a. You should clear the final degree examination and submit your Highest Degree/Provisional Certificate/Consolidated marksheet and/or Final year Mark sheet, 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 02/22/2025 (for current year pass outs), 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 if applicable, the mandatory Entry Level Certification Training Test ("Test") of the Company in the first attempt. In case the Test is applicable, 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.

k. That you have obtained / scored a minimum percentile in all semesters of your graduation course, as per the eligibility criteria specified to you during the hiring process.

l. You will join our Fresher training if applicable to you 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, fabricated or 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*.

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

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 Caggemini, 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. Caggemini 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 Caggemini Technology Services India Limited



Sall Mathew

Head - Talent Acquisition

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 Caggemini 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.

Signature:

ame: Samruddhi Rajendra Patil

Date: 12/16/2024



Capgemini Technology Services India Limited.

Registered Office No. 14, Rajiv Gandhi Infotech Park, Hinjawadi Phase-III,
MIDC-SEZ, Village Main, Taluka Mulshi, Pune - 411057, Maharashtra, India.
CIN: U05110PN1003PLC145850
E: cpgocompanysecretary.in@Capgemini.com
www.capgemini.com/in-en

EMPLOYMENT OFFER LETTER

Capgemini Ref: 981905/128697.

12/07/2024,
Pranoti Bajarang Gaikwad.

ghogarai galli, padali
Kolhapur, Maharashtra
India.

Confidential

Dear Pranoti Bajarang Gaikwad,

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 **12/13/2024** (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/AA**.

B) You will be required to work at the Company's offices in **Mumbai**.

C) You have to report by 9:00 A.M. at **Mumbai** office to complete your on-boarding and joining formalities. In this regard, you may contact security at the main gate for your entry pass at:

Address

Capgemini Technology Services India Limited, CAPGEMINI Knowledge Park (SEZ), IT 3 / IT 4, Airoli Knowledge Park, Thane-Belapur Road, Airoli, Navi Mumbai - 400708, Maharashtra

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **₹400,000.00 (Rupees Four Lakh Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

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

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement 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.
3. 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.
4. 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 components.

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

1. Provident Fund- You will be covered under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and the Schemes framed thereunder. Under the provisions of the abovementioned Act, You and the Company will contribute towards PF 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.

Note: In the event you are not citizen of India, International Worker (IW) or Overseas Citizen of India (OCI), your PF contribution as mentioned above shall be remitted as stipulated by the Government of India from time-to-time.

2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972.

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 and consequent changes to the statutory deductions from your salary, if any.

F.) 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.

a. You should clear the final degree examination and submit your Highest Degree/Provisional Certificate/Consolidated marksheet and/or Final year Mark sheet, 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 02/11/2025 (for current year pass outs), 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 if applicable, the mandatory Entry Level Certification Training Test ("Test") of the Company in the first attempt. In case the Test is applicable, 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.

- k. That you have obtained / scored a minimum percentile in all semesters of your graduation course, as per the eligibility criteria specified to you during the hiring process.
 - l. You will join our Fresher training if applicable to you 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, fabricated or 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.

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

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



Sall Mathew

Head - Talent Acquisition

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.

Signature:

Name: Pranoti Bejarang Gaikwad

Date: 12/07/2024

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

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/procedure s/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 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 right to terminate your employment without notice.

5.4 Caggemini 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 any time 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 Caggemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Caggemini 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 SPD) and you agree to the terms thereof.

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 therefrom.

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

- (j) 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 labor 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.

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____ residing at _____ do hereby provide my express consent to my employer, Caggemini 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 Caggemini'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 in Company'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:

ANNEXURE I (B)

Background Verification

Reference terms:

Cappgemini adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided. This will help us verify your

- Education Credentials (Bachelor's Degree/Post Graduate Degree etc. whichever is higher)
- Professional Experience & Employment(s) Credentials.
- Database
- Court Record (as applicable)

Note: Based on certain business requirement and statutory rules, Cappgemini may initiate additional checks during your tenure in the organization. By accepting this offer you agree to undergo such additional checks as required. Cappgemini will not take any individual approval for the same.

Please ensure that the following steps are followed to initiate the process and submit the necessary documents whenever the insufficiency is intimated to avoid delay in onboarding and completion of BGV.

***** You are required to submit all the documents at the earliest from receiving this Offer and the NES failing to which offer will be revoked *****

Fill the standard application form by clicking the New Employee Wizard (NES) link (received from SuccessFactors Onboarding <auto,noreply@cappgemini.com>). (You will receive the link to New Employee Wizard portal shortly). In case you have not received this link within the next 3 days, please get in touch with your recruiter immediately.

Download the Address check Form, Database check form, Court record form - from the New Employee Wizard link; update the details in the form with your manual signature and mention the current date on which you have signed this form. You will have to upload the scanned copy of these documents on to the New Employee Wizard link.

- Highest Educational Degree Certificate and Final year Mark sheet
- Submission of all semester/term mark sheets of your highest qualification.
- Any qualification obtained from the Institute which is not recognized by UGC/AICTE is not considered.
- Experience letters and relieving letters for last 5 years of employment as applicable

Please note, should you provide any other additional document than the aforesaid, the Company shall not be held responsible for the same

- On the date of joining you are required to carry the experience letter/Relieving letter from all your past employers for last 5 years of employment as applicable
- These letters should clearly mention your date of joining & last working day with your previous employers

Some organization issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department and you should ensure that the last working day is clearly mentioned on this acceptance letter. Please note that in such cases you will have to upload the original experience/relieving letter in the Background verification Application (Link available on E-mail) not later than 45 days of your joining***

- Campus Hire: For current year pass outs, mandate documents (Final year marksheet/consolidated marksheet and Provisional certificate) to be shared within 60 days of joining Cappgemini.

Court Verification Forms

- Court Record form

Note:

All these forms (Address check Form, Database check form, Court record form) are available on the New Employee Wizard link, Please download these forms from the New Employee Wizard link and fill the information in BLUE ink only.

All the above forms will be shared with our empaneled BGV vendors. As part of the verification process, you may be requested to support with verification which could include police and court checks. The forms are further submitted to the respective authorities (Police/Courts etc) and as a part of the verification process the representatives of these authorities may visit your residence for verification; alternatively, they may also call you or ask you to visit the nearby Police Station.

Important points to note:

- In an event you fail to upload the required pending documents in the BGV tool within 7 Calendar days / within 3 reminders, Cappgemini reserves the right to hold back your salary and to take disciplinary actions which inter alia include termination from service without notice.

You are requested to fill your details diligently in the link provided. If there is a discrepancy in the data provided or the copies of documents / certificates given by you as a proof in support of the above, Cappgemini may take disciplinary action which inter alia includes termination from service without notice.

***In case your last employer does not provide experience letter, the relieving letter is accepted as an alternate document. Please ensure that the relieving letter has last working day clearly mentioned.

Please note that Cappgemini 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.

Best Regards,
Team HR

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Capgemini Technology Services India Limited.

Registered Office No. 14, Rajiv Gandhi Infotech Park, Hinjawadi Phase-III, MIDC-SEZ, Village Nan, Taluka Mulshi,Pune - 411057, Maharashtra, India. CIN: U85110PN1993PLC145950 E: cgcompanysecretary.in@Capgemini.com www.capgemini.com/in-en

EMPLOYMENT OFFER LETTER

Capgemini Ref: 1232286/110246.

11/27/2024
Aditi Maruti Chougule

malwadi, anur, Anur, PO: Anur
India.

Confidential

Dear Aditi Maruti Chougule,

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 12/20/2024 (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 Mumbai.
- C) You have to report by 9:00 A.M. at Mumbai office to complete your on-boarding and joining formalities. In this regard, you may contact security at the main gate for your entry.

Address: Capgemini Technology Services India Limited, CAPGEMINI Knowledge Park (SEZ), IT 3 / IT 4, Airoli Knowledge Park, Thane-Belapur Road, Airoli, Navi Mumbai - 400706, Maharashtra

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be ₹400,000.00/- (Rupees Four Lakh Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

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

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 & ESI as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.

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

1. Provident Fund- You will be covered under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and the Schemes framed thereunder. Under the provisions of the above mentioned Act, You and the Company will contribute towards PF 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.

Note: In the event you are not citizen of India, International Worker (IW) or Overseas Citizen of India (OCI), your PF contribution as mentioned above shall be remitted as stipulated by the Government of India from time-to-time.

2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972

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 and consequent changes to the statutory deductions from your salary, if any.

F) 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.

G) You shall be eligible for following additional one-time payouts:

a. You should clear the final degree examination and submit your Highest Degree/Provisional Certificate/Consolidated marksheet and/or Final year Mark sheet, 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 02/18/2025 (for current year pass outs), 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 if applicable, the mandatory Entry Level Certification Training Test ("Test") of the Company in the first attempt. In case the Test is applicable, 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.

k. That you have obtained / scored a minimum percentile in all semesters of your graduation course, as per the eligibility criteria specified to you during the hiring process.

l. You will join our Fresher training if applicable to you 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, fabricated or 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.

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

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



Salil Mathew

Head - Talent Acquisition

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.

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 affiliate.

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/procedure s/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 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 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 any time 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.

- a. 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 persons 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

employment with the Company.

8.3 During your 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 its 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 labor 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:

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____ residing at _____, do hereby provide my express consent to my employer, Caggemini 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 Caggemini 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 in Company'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:

ANNEXURE I (B)

Background Verification

Reference terms:

Capgemini adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided. This will help us verify your

- Education Credentials (Bachelor's Degree/Post Graduate Degree etc. whichever is higher)
- Professional Experience & Employment(s) Credentials.
- Database
- Court Record (as applicable)

Note: Based on certain business requirement and statutory rules, Capgemini may initiate additional checks during your tenure in the organization. By accepting this offer you agree to undergo such additional checks as required. Capgemini will not take any individual approval for the same. Please ensure that the following steps are followed to initiate the process and submit the necessary documents whenever the insufficiency is intimated to avoid delay in onboarding and completion of BGV.

**** You are required to submit all the documents at the earliest from receiving this Offer and the NES failing to which offer will be revoked *****

Fill the standard application form by clicking the New Employee Wizard (NES) link (received from SuccessFactors Onboarding <auto.noreply@capgemini.com>). (You will receive the link to New Employee Wizard portal shortly). In case you have not received this link within the next 3 days, please get in touch with your recruiter immediately.

Download the Address check Form, Database check form, Court record form - from the New Employee Wizard link; update the details in the form with your manual signature and mention the current date on which you have signed this form. You will have to upload the scanned copy of these documents on to the New Employee Wizard link.

- Highest Educational Degree Certificate and Final year Mark sheet
- Submission of all semester/term mark sheets of your highest qualification.
- Any qualification obtained from the Institute which is not recognized by UGC/AICTE is not considered.
- Experience letters and relieving letters for last 5 years of employment as applicable

Please note, should you provide any other additional document than the aforesaid, the Company shall not be held responsible for the same

- * On the date of joining you are required to carry the experience letter/Relieving letter from all your past employers for last 5 years of employment as applicable
- * These letters should clearly mention your date of joining & last working day with your previous employers

Some organization issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department and you should ensure that the last working day is clearly mentioned on this acceptance letter. Please note that in such cases you will have to upload the original experience/relieving letter in the Background verification Application (Link available on E-mail) not later than 45 days of your joining***

* Campus Hire: For current year pass outs, mandate documents (Final year marksheet/consolidated marksheet and Provisional certificate) to be shared within 60 days of joining Capgemini.

Court Verification Forms

- * Court Record form

Note:

All these forms (Address check Form, Database check form, Court record form) are available on the New Employee Wizard link. Please download these forms from the New Employee Wizard link and fill the information in BLUE ink only.

All the above forms will be shared with our empaneled BGV vendors. As part of the verification process, you may be requested to support with verification which could include police and court checks. The forms are further submitted to the respective authorities (Police/Courts etc) and as a part of the verification process the representatives of these authorities may visit your residence for verification; alternatively, they may also call you or ask you to visit the nearby Police Station.

*****You are required to submit all the documents with 7 days from receiving this Offer, failing which offer will be revoked******

Important points to note:



NUMETRY TECHNOLOGIES

Regus, Sky One Unit No : 101, 1st Floor, Kalyani Nagar,
Pune Maharashtra 411006

Samruddhi Rajendra Patil.
Kolhapur, Maharashtra

Date: 20-12-2023

Dear Samruddhi,

Congratulations on your offer from Numetry Technologies, Pune!!

We refer to your recent interview for the above position and are pleased to offer you the position of **intern** in the **software developer** department of our company, effective January 2024, under the following terms and conditions:

1. **Stipend:** Your Stipend will be Unpaid.
2. **Working hours and Day:** 9.30 Am to 6.30 Pm & Monday to Friday
3. **Term:** The internship period is for **6 months**, starting from Jan to June 2024.
4. **Process document:** A process document manual will be provided to you on joining, which will help you understand the working of your department better.
5. **Leave:** Interns will be given no casual or sick leaves, only national holidays and public holiday leaves will be given. No leave will be granted immediately before/after Public Holidays.
6. **Confidentiality:** You shall not at any time during or after your employment term with the Company reveal any of the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.
7. **Resignation/termination**
The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if:-
 - a) She/he is guilty of misconduct;
 - b) She/he is negligent in the discharge of her/his duties; or
 - c) Being absent or being unable to perform her/his duties and alleging ill-health as the cause thereof.

If you are agreeable to the above terms and conditions of the appointment, kindly confirm your acceptance by signing and returning the duplicate copy of this letter for our file and records.

Yours sincerely,

Parul Jain

Human Resource Manager



I agree to the appointment and accept the above terms and conditions of service.

Signature:

Name: Samruddhi Rajendra Patil

Date: 04-01-24



NUMETRY TECHNOLOGIES

Regus, Sky One Unit No : 101, 1st Floor, Kalyani Nagar,
Pune Maharashtra 411006

Akshay Rangrao Kamble
Kolhapur, Maharashtra

Date: 20-12-2023

Dear Akshay,

Congratulations on your offer from Numetry Technologies, Pune!!

We refer to your recent interview for the above position and are pleased to offer you the position of **intern** in the **software developer** department of our company, effective January 2024, under the following terms and conditions:

- 1. **Stipend:** Your Stipend will be Unpaid.
- 2. **Working hours and Day:** 9.30 Am to 6.30 Pm & Monday to Friday
- 3. **Term:** The internship period is for **6 months**, starting from Jan to June 2024.
- 4. **Process document:** A process document manual will be provided to you on joining, which will help you understand the working of your department better.
- 5. **Leave:** Interns will be given no casual or sick leaves, only national holidays and public holiday leaves will be given. No leave will be granted immediately before/after Public Holidays.
- 6. **Confidentiality:** You shall not at any time during or after your employment term with the Company reveal any of the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.
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The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if:-
 - a) She/he is guilty of misconduct;
 - b) She/he is negligent in the discharge of her/his duties; or
 - c) Being absent or being unable to perform her/his duties and alleging ill-health as the cause thereof.

If you are agreeable to the above terms and conditions of the appointment, kindly confirm your acceptance by signing and returning the duplicate copy of this letter for our file and records.

Yours sincerely,

Parul Jain
Human Resource Manager



I agree to the appointment and accept the above terms and conditions of service.

Signature: Akshay
Name: Akshay Kamble
Date: 04/01/2024



NUMETRY TECHNOLOGIES

Regus, Sky One Unit No : 101, 1st Floor, Kalyani Nagar,
Pune Maharashtra 411006

Date: 20-12-2023

Karina Ajim Bhaldar
Kolhapur, Maharashtra

Dear Karina,

Congratulations on your offer from Numetry Technologies, Pune!!

We refer to your recent interview for the above position and are pleased to offer you the position of **intern** in the **software developer** department of our company, effective January 2024, under the following terms and conditions:

- 1. Stipend:** Your Stipend will be Unpaid.
- 2. Working hours and Day:** 9.30 Am to 6.30 Pm & Monday to Friday
- 3. Term:** The internship period is for **6 months**, starting from Jan to June 2024.
- 4. Process document:** A process document manual will be provided to you on joining, which will help you understand the working of your department better.
- 5. Leave:** Interns will be given no casual or sick leaves, only national holidays and public holiday leaves will be given. No leave will be granted immediately before/after Public Holidays.
- 6. Confidentiality:** You shall not at any time during or after your employment term with the Company reveal any of the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.
- 7. Resignation/termination**
The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if:-
 - a) She/he is guilty of misconduct;
 - b) She/he is negligent in the discharge of her/his duties; or
 - c) Being absent or being unable to perform her/his duties and alleging ill-health as the cause thereof.

If you are agreeable to the above terms and conditions of the appointment, kindly confirm your acceptance by signing and returning the duplicate copy of this letter for our file and records.

Yours sincerely,

Parul Jain

Human Resource Manager



I agree to the appointment and accept the above terms and conditions of service.

Signature: Bhaldoek
Name: Karina Bhaldar
Date: 04/01/2024



NUMETRY TECHNOLOGIES

Regus, Sky One Unit No : 101, 1st Floor, Kalyani Nagar,
Pune Maharashtra 411006

Snehal Rajaram Morbale
Kolhapur, Maharashtra

Date: 20-12-2023

Dear Snehal,

Congratulations on your offer from Numetry Technologies, Pune!!

We refer to your recent interview for the above position and are pleased to offer you the position of **intern** in the **software developer** department of our company, effective January 2024, under the following terms and conditions:

- 1. **Stipend:** Your Stipend will be Unpaid.
- 2. **Working hours and Day:** 9.30 Am to 6.30 Pm & Monday to Friday
- 3. **Term:** The internship period is for **6 months**, starting from Jan to June 2024.
- 4. **Process document:** A process document manual will be provided to you on joining, which will help you understand the working of your department better.
- 5. **Leave:** Interns will be given no casual or sick leaves, only national holidays and public holiday leaves will be given. No leave will be granted immediately before/after Public Holidays.
- 6. **Confidentiality:** You shall not at any time during or after your employment term with the Company reveal any of the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.
- 7. **Resignation/termination**
The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if:-
 - a) She/he is guilty of misconduct;
 - b) She/he is negligent in the discharge of her/his duties; or
 - c) Being absent or being unable to perform her/his duties and alleging ill-health as the cause thereof.

If you are agreeable to the above terms and conditions of the appointment, kindly confirm your acceptance by signing and returning the duplicate copy of this letter for our file and records.

Yours sincerely,

Parul Jain

Human Resource Manager



I agree to the appointment and accept the above terms and conditions of service.

Signature:

Name: Snehal Rajaram Morbale

Date: 04.10.2024



NUMETRY TECHNOLOGIES

Regus, Sky One Unit No : 101, 1st Floor, Kalyani Nagar,
Pune Maharashtra 411006

Snehal S. Magdum
Kolhapur, Maharashtra

Date: 20-12-2023

Dear Snehal,

Congratulations on your offer from Numetry Technologies, Pune!!

We refer to your recent interview for the above position and are pleased to offer you the position of **intern** in the **software developer** department of our company, effective January 2024, under the following terms and conditions:

1. **Stipend:** Your Stipend will be Unpaid.
2. **Working hours and Day:** 9.30 Am to 6.30 Pm & Monday to Friday
3. **Term:** The internship period is for **6 months**, starting from Jan to June 2024.
4. **Process document:** A process document manual will be provided to you on joining, which will help you understand the working of your department better.
5. **Leave:** Interns will be given no casual or sick leaves, only national holidays and public holiday leaves will be given. No leave will be granted immediately before/after Public Holidays.
6. **Confidentiality:** You shall not at any time during or after your employment term with the Company reveal any of the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.
7. **Resignation/termination**
The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if:-
 - a) She/he is guilty of misconduct;
 - b) She/he is negligent in the discharge of her/his duties; or
 - c) Being absent or being unable to perform her/his duties and alleging ill-health as the cause thereof.

If you are agreeable to the above terms and conditions of the appointment, kindly confirm your acceptance by signing and returning the duplicate copy of this letter for our file and records.

Yours sincerely,

Parul Jain
Human Resource Manager



I agree to the appointment and accept the above terms and conditions of service.

Signature: _____

Name: _____

Date: _____



NUMETRY TECHNOLOGIES

Regus, Sky One Unit No : 101, 1st Floor, Kalyani Nagar,
Pune Maharashtra 411006

Piyusha A. Patil_Mulik
Kolhapur, Maharashtra

Date: 20-12-2023

Dear Piyusha,
Congratulations on your offer from Numetry Technologies, Pune!!

We refer to your recent interview for the above position and are pleased to offer you the position of **intern** in the **software developer** department of our company, effective January 2024, under the following terms and conditions:

- 1. **Stipend:** Your Stipend will be Unpaid.
- 2. **Working hours and Day:** 9.30 Am to 6.30 Pm & Monday to Friday
- 3. **Term:** The internship period is for **6 months**, starting from Jan to June 2024.
- 4. **Process document:** A process document manual will be provided to you on joining, which will help you understand the working of your department better.
- 5. **Leave:** Interns will be given no casual or sick leaves, only national holidays and public holiday leaves will be given. No leave will be granted immediately before/after Public Holidays.
- 6. **Confidentiality:** You shall not at any time during or after your employment term with the Company reveal any of the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.
- 7. **Resignation/termination**
The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if:-
 - a) She/he is guilty of misconduct;
 - b) She/he is negligent in the discharge of her/his duties; or
 - c) Being absent or being unable to perform her/his duties and alleging ill-health as the cause thereof.

If you are agreeable to the above terms and conditions of the appointment, kindly confirm your acceptance by signing and returning the duplicate copy of this letter for our file and records.

Yours sincerely,

Parul Jain
Human Resource Manager



I agree to the appointment and accept the above terms and conditions of service.

Signature: _____

Name: _____

Date: _____



NUMETRY TECHNOLOGIES

Regus, Sky One Unit No : 101, 1st Floor, Kalyani Nagar,
Pune Maharashtra 411006

Amruta A. Mane
Kolhapur, Maharashtra

Date: 20-12-2023

Dear Amruta,
Congratulations on your offer from Numetry Technologies, Pune!!

We refer to your recent interview for the above position and are pleased to offer you the position of **intern** in the **software developer** department of our company, effective January 2024, under the following terms and conditions:

1. **Stipend:** Your Stipend will be Unpaid.
2. **Working hours and Day:** 9.30 Am to 6.30 Pm & Monday to Friday
3. **Term:** The internship period is for **6 months**, starting from Jan to June 2024.
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5. **Leave:** Interns will be given no casual or sick leaves, only national holidays and public holiday leaves will be given. No leave will be granted immediately before/after Public Holidays.
6. **Confidentiality:** You shall not at any time during or after your employment term with the Company reveal any of the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company.
7. **Resignation/termination**
The Company shall be at liberty at any time by notice in writing summarily terminate the service of the employee if:-
 - a) She/he is guilty of misconduct;
 - b) She/he is negligent in the discharge of her/his duties; or
 - c) Being absent or being unable to perform her/his duties and alleging ill-health as the cause thereof.

If you are agreeable to the above terms and conditions of the appointment, kindly confirm your acceptance by signing and returning the duplicate copy of this letter for our file and records.

Yours sincerely,

Parul Jain

Human Resource Manager



I agree to the appointment and accept the above terms and conditions of service.

Signature: _____

Name: _____

Date: _____



02

05 August 2024

INTERNSHIP COMPLETION CERTIFICATE

This is to certify that **Mr. Karan Rajendra Jarag (41042)** worked as an Intern in our organization as a part of his academic curriculum from **07 February 2024 to 31 July 2024**.

As a part of his project study, he worked on "**Automation of End to End Project traceability with WebForms**" and has successfully completed the same.

His contributions are noteworthy, and he has also exhibited a lot of enthusiasm to learn new skills, concepts, and algorithms, etc.

We wish him success in all his future endeavors.

Best Regards,

For Tata Elxsi Limited

A handwritten signature in black ink, appearing to read 'Geetha Kannan'.

Geetha Kannan

Senior Corporate Manager – Immigration & HR Operations

TATA ELXSI

Registered Office: Tata Elxsi Limited | ITPB Road | Whitefield | Bangalore 560 048 | India

Tel: +91 80 2297 9123 Fax: +91 80 2841 1424

www.tataelxsi.com

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Offer: Computer Consultancy
Ref: TCSL/DT20234732014/Pune
Date: 17/07/2024

Ms. Anuradha Shashikant Farakte
At-Dindewadi, Post-Barve, Tal-Bhudargad, Dist-Kolhapur/Indulkar Rad,
Near Vitthal-Rukmini Temple,
Kolhapur-416209,
Maharashtra.
Tel# 91-9420930228

Dear Anuradha Shashikant Farakte,

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** Grade Y. You will be assigned a role in any Unit as per business requirements 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 Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20234732014

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tower, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yenwadia, 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/-. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be ₹600/- per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

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.

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.

TCS Confidential

TCSL/DT20234732014

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 towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity

You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

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



7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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



18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in <https://nextstep.tcs.com> Your background check initiation is complete only when you initiate your BGC online at <https://nextstep.tcs.com> and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number 19. Submission of documents.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required



21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

24. 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 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. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.



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



Annexure 2

<p>AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat, India</p>	<p>BHUBANESWAR TCS XP HR Lead Tata Consultancy Services, Kalinga Park Talent Development Block Barabati Building, IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.</p>
<p>BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066</p>	<p>CHENNAI XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No .1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India</p>
<p>DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303,India</p>	<p>HYDERABAD XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India</p>
<p>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.</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India</p>
<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.</p>	<p>NAGPUR TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India</p>
<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra</p>	<p>TRIVANDRUM TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India</p>



2. Associate's Obligations

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

3. Intellectual Property Rights

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



9. Equitable Rights

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

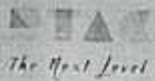
10. General

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

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

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

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



TIME APPLICATIONS CENTER LLP

Omkar Kashid

01 Jan 2024

Kashid line
Shivaji peth
Peth vadgaon
Tal- Hatkanangale
Kolhapur 416112

Sub: Appointment as Software Developer

Dear Omkar,

We refer to the interviews you had with us, we have pleasure in offering you the post of Software Developer. You shall join us on 01 Jan 2024. You shall be bound by the terms and conditions contemplated in the employment agreement to be entered into between the Firm and you ("Employment Agreement").

1. Compensation

You shall receive the compensation as mentioned in your Employee Agreement. Income Tax and other government taxes, as may be applicable, will be borne by you and would be deducted from your salary / stipend.

2. You will be under probation for a period of three months from the date of your joining. On satisfactory completion of the probation period, you will be confirmed and placed on a regular post. Your services may be terminated without assigning any reason at any time during this period.

3. After confirmation, your services are terminable, without assigning any reason, by giving two month's notice by either party, the Firm retains the right to give pay in lieu of the notice period.

4. You shall faithfully serve the Firm, obey its lawful commands, keep its secrets diligently and carefully, learn and perform such work and business as may be entrusted to you regularly during such hours as may be prescribed and perform such duties as may be assigned.



For all other matters you will be governed by the rules and regulations issued / amended from time to time.

If you are willing to accept the appointment on the terms and conditions stated above and in the Employment Agreement, please sign and return the duplicate copy of this appointment letter.

Wish you a fulfilling career and happy association with our organization.

Thanking you,

Yours Faithfully

For Real Time Applications Center LLP:

Jitendra Kine
Managing Partner

Above terms and conditions of my appointment letter are acceptable to me unconditionally

Omkar Kashid

25-43 (14)



Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Hanushada Sanjay Kamble

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 8th of FEBRUARY 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 2-3 month training program. This encompassing training covers areas such as **Software Testing OR Software Development**, and **General Aptitude**. It is essential to note that this training module excludes any other programs.

RULES:

In order to participate in placement activities, certain rules must be adhered to diligently:

- Attendance:** It is imperative to maintain a minimum attendance rate of 90% for both classroom and practical sessions.
- Mobility:** Having the flexibility to consider relocating to various cities, including Bangalore, Chennai, Hyderabad, Pune, Mumbai, Ahmedabad, and Delhi for job interviews and potential opportunities is an aspect we greatly value in this program.
- Timely Assignments:** Completing and submitting the assigned tasks promptly is expected as part of your training.
- Daily Presentations:** Active participation, including daily presentations, is a fundamental requirement for your growth in this program.
- Documentation:** On your first day, please ensure you bring this offer letter along with all your semester marks cards, including 10th, 12th/PUC, Degree, college ID Card, and Government ID proof for **Verification purpose only**.

Your timely acceptance of this offer is essential for a seamless onboarding process.

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.

9513684738 / 9663035838 / 8951922956

info@campus.qspiders.com

Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Sheviti Anandkishore Tiwari

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 8th of FEBRUARY 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 2-3 month training program. This encompassing training covers areas such as **Software Testing OR Software Development, and General Aptitude**. It is essential to note that this training module excludes any other programs.

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01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension,
Kampanawda Nagar, Bengaluru, Karnataka 560019



Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Kiran Dagadu Shinde

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 8th of FEBRUARY 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

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RULES:

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- 3. **Timely Assignments:** Completing and submitting the assigned tasks promptly is expected as part of your training.
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Qspiders Campus

Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Yash Deepak Chokakkar

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 8th of FEBRUARY 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 2-3 month training program. This encompassing training covers areas such as **Software Testing OR Software Development, and General Aptitude**. It is essential to note that this training module excludes any other programs.

RULES:

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This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.

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info@campus.qspiders.com

11, Havelock Road, 2nd Floor, Govindram Extension



Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Aditya Chougule,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 8th of FEBRUARY 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 2-3 month training program. This encompassing training covers areas such as **Software Testing OR Software Development, and General Aptitude**. It is essential to note that this training module excludes any other programs.


RULES:

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This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.

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 info@campus.qspiders.com



Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Aditi maseuti Chaugule

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 8th of FEBRUARY 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 2-3 month training program. This encompassing training covers areas such as **Software Testing OR Software Development**, and **General Aptitude**. It is essential to note that this training module excludes any other programs.

RULES:

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- 2. Mobility:** Having the flexibility to consider relocating to various cities, including Bangalore, Chennai, Hyderabad, Pune, Mumbai, Ahmedabad, and Delhi for job interviews and potential opportunities is an aspect we greatly value in this program.
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This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.



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info@campus.qspiders.com



01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension,



(20)

Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Pranoti Bajjarang Gaikwad

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 8th of FEBRUARY 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 2-3 month training program. This encompassing training covers areas such as **Software Testing OR Software Development, and General Aptitude**. It is essential to note that this training module excludes any other programs.

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- 2. Mobility:** Having the flexibility to consider relocating to various cities, including Bangalore, Chennai, Hyderabad, Pune, Mumbai, Ahmedabad, and Delhi for job interviews and potential opportunities is an aspect we greatly value in this program.
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- 5. Documentation:** On your first day, please ensure you bring this offer letter along with all your semester marks cards, including 10th, 12th/PUC, Degree, college ID Card, and Government ID proof for **Verification purpose only**.

Your timely acceptance of this offer is essential for a seamless onboarding process.

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.



9513684738 / 9663035838 / 8951922956



info@campus.qspiders.com



01, Havavodana Rao Rd, Basappa Layout, Gavipuram Extension,



Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Ameeta Anjun Mane

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 8th of FEBRUARY 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

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- Documentation:** On your first day, please ensure you bring this offer letter along with all your semester marks cards, including 10th, 12th/PUC, Degree, college ID Card, and Government ID proof **for Verification purpose only**.

Your timely acceptance of this offer is essential for a seamless onboarding process.

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.



9513684738 / 9663035838 / 8951922956



info@campus.qspiders.com



01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension,



Offer Letter

Date: 20/11/2023

Dear Mr/Ms Shehankeet Sampat Shinde

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 8th of FEBRUARY 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 2-3 month training program. This encompassing training covers areas such as **Software Testing OR Software Development, and General Aptitude**. It is essential to note that this training module excludes any other programs.

RULES:

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Your timely acceptance of this offer is essential for a seamless onboarding process.

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.

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 info@campus.qspiders.com

 01, Havavadana Rao Rd, Basappa Layout, Gavipuram Extension.

(22)



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Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Poorva Mahesh Shreshthi

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

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info@campus.qspiders.com

Of Housing... Res Rd, ...



Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Aniruddha Tikode,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 8th of FEBRUARY 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

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Offer Letter

Date: 20/ 11/ 2023

Dear Mr/Ms. Jyoti Ashok Khot,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

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Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Hareshvaedhan Anil Mangalekar

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

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Qspiders Campus

Offer Letter

Date: 10/11/2023

Dear Mr/Ms. Swaroop Dilip Manade

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

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01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extention,



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Qspiders Campus

Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Ajinkya Ashok Patil,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

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Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Mujaffar Allaiddin Pathan

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

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01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension,



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Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Dhairyashil Vdaysingh Patil.

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

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info@campus.qspiders.com

At Hyderabad, Sec. Rd., Secunderabad, Telangana, India



Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Prathamesh Sudhakar Patil

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

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32

Offer Letter

Date: 20/11/2023

Dear Mr/Ms. Anuradha Shashikant, Fawakte

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 2nd of FEBRUARY 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 4253487/1704148,

11/22/2023,
Godne Gourav Goutam,

Godane galli, Padali, A/P Ambap padali, Kolhapur , 416112
Mumbai, Maharashtra
India.

Confidential

Dear Godne Gourav Goutam,

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 02/01/2024 (or such other date as may be communicated to you by the Company), as per details given below

- A) Your current designation will be Consultant/B2.
- B) You will be required to work at the Company's offices in Mumbai.
- C) You have to report by 9:00 A.M. at Mumbai office to complete your on-boarding and joining formalities. In this regard, you may contact security at the main gate for your entry pass at:

Address
Capgemini Technology Services India Limited, CAPGEMINI Knowledge Park (SEZ),
IT 3 / IT 4, Airoli Knowledge Park, Thane-Belapur Road, Airoli, Navi Mumbai - 400708, Maharashtra

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 800,006.00 (Rupees Eight Lakh And Six Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any - skill allowance payout as applicable to you. 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:

* 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	39,600.00

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 (OAR) 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 (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement 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 components.
- # 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.

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 failed to disclose any information about your past employment, 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.

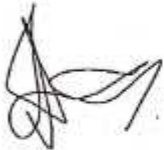
J.) Your employment with the Company will also be governed by the 'Terms and Conditions of Employment' contained in Exhibit 1 attached hereto.

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 Caggemini, 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. Caggemini 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 Caggemini Technology Services India Limited



Sall Mathew

Head - Talent Acquisition

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 Caggemini 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: Godne Gourav Goutam

Date: 11/22/2023

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 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 right to terminate your employment without notice.

5.4 Caggemini 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 any time 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 Caggemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Caggemini 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.

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.

- (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 Caggenini, 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 Caggenini 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 along with 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.

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____ residing at _____, do hereby provide my express consent to my employer, Caggemini 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 Caggemini'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 in Company'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:

ANNEXURE I (B)

Background Verification

Reference terms:

Cappgemini adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided. This will help us verify your

- Education Credentials (Bachelor's Degree/Post Graduate Degree etc. whichever is higher)
- Professional Experience & Employment(s) Credentials.
- Database
- Court Record (as applicable)

Note: Based on certain business requirement and statutory rules, Cappgemini may initiate additional checks during your tenure in the organization. By accepting this offer you agree to undergo such additional checks as required. Cappgemini will not take any individual approval for the same.

Please ensure that the following steps are followed to initiate the process and submit the necessary documents whenever the insufficiency is intimated to avoid delay in onboarding and completion of BGV.

***** You are required to submit all the documents at the earliest from receiving this Offer and the NES failing to which offer will be revoked *****

Fill the standard application form by clicking the New Employee Wizard (NES) link (received from SuccessFactors Onboarding <auto.noreply@cappgemini.com>). (You will receive the link to New Employee Wizard portal shortly). In case you have not received this link within the next 3 days, please get in touch with your recruiter immediately.

Download the Address check Form, Database check form, Court record form - from the New Employee Wizard link; update the details in the form with your manual signature and mention the current date on which you have signed this form. You will have to upload the scanned copy of these documents on to the New Employee Wizard link.

- Highest Educational Degree Certificate and Final year Mark sheet
- Submission of all semester/term mark sheets of your highest qualification.
- Any qualification obtained from the Institute which is not recognized by UGC/AICTE is not considered.
- Experience letters and relieving letters for last 5 years of employment as applicable

Please note, should you provide any other additional document than the aforesaid, the Company shall not be held responsible for the same

- On the date of joining you are required to carry the experience letter/Relieving letter from all your past employers for last 5 years of employment as applicable
- These letters should clearly mention your date of joining & last working day with your previous employers

Some organization issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department and you should ensure that the last working day is clearly mentioned on this acceptance letter. Please note that in such cases you will have to upload the original experience/relieving letter in the Background verification Application (Link available on E-mail) not later than 45 days of your joining**

- Campus Hire: For current year pass outs, mandate documents (Final year marksheet/consolidated marksheet and Provisional certificate) to be shared within 60 days of joining Cappgemini*.

Court Verification Forms

- Court Record form

Note:

All these forms (Address check Form, Database check form, Court record form) are available on the New Employee Wizard link. Please download these forms from the New Employee Wizard link and fill the information in BLUE ink only.

All the above forms will be shared with our empaneled BGV vendors. As part of the verification process, you may be requested to support with verification which could include police and court checks. The forms are further submitted to the respective authorities (Police/Courts etc) and as a part of the verification process the representatives of these authorities may visit your residence for verification; alternatively, they may also call you or ask you to visit the nearby Police Station.

Important points to note:

- In an event you fail to upload the required pending documents in the BGV tool within 7 Calendar days / within 3 reminders. Cappgemini reserves the right to hold back your salary and to take disciplinary actions which inter alia include termination from service without notice.

You are requested to fill your details diligently in the link provided. If there is a discrepancy in the data provided or the copies of documents / certificates given by you as a proof in support of the above, Cappgemini may take disciplinary action which inter alia includes termination from service without notice.

*******In case your last employer does not provide experience letter, the relieving letter is accepted as an alternate document. Please ensure that the relieving letter has last working day clearly mentioned.

Please note that Cappgemini 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.

Best Regards,
Team HR

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KLEVEROWL
SOLUTIONS PVT. LTD.

Date: 14/08/2024

Name: Pushkar Kumbhar
City: Factory Road,
Kabnoor (Kolhapur) - 416116
Email: pushkarr09@gmail.com
Mobile: +91 70401 38631

Dear Pushkar Kumbhar,

I am writing to formally extend an offer of employment to you for the position of **React Developer** at Kleverowl Solutions Pvt. Ltd. We are thrilled to have identified you as a strong candidate for this role and believe that your skills and experience will greatly contribute to our team.

Position: React Developer
Start Date: On 14-08-2024
Reporting To: Mr. Abhijeet Alase, Director

As a React Developer, you will be responsible for completing assigned tasks in a timely and proficient manner, in accordance with the directives provided by your Senior Developer. Your annual starting salary for this position will be **Rs. 1,80,000/-** payable on a monthly basis via online transfer by the 7th of each month.

Please note that your employment with Kleverowl Solutions Pvt. Ltd. will be on an at-will basis, allowing both parties the freedom to terminate the employment relationship at any time and for any reason. This offer letter serves as an acknowledgment of our intent to employ you, but it does not constitute a contract or guarantee of employment for a fixed duration.

Page 1

www.kleverowl.com

11/247, Station Road, Vakhar Baug, Ichalkaranji - 416115. Ph - 9923500000 | 9764016000

Design | Website Development | Application Development | Digital Marketing

To proceed with your employment, we kindly request that you provide the following documents:

- Professional certifications if any.
- Proof of address (e.g., Aadhar Id/Passport copy)
- Relieving certificate or experience certificates from your previous employer
- Bank passbook / Cancelled Cheque
- Two recent passport-size photographs of yourself

Please signify your acceptance of this offer by submitting above mentioned documents at your earliest convenience.

We are eager to welcome you to our team and look forward to your positive contribution to Kleverowl Solutions Pvt. Ltd. Should you have any inquiries or require further clarification, please do not hesitate to contact us.

Sincerely,



Abhijeet Alase (Co-Founder)



Page 2

www.kleverowl.com

11/247, Station Road, Vakhari Baug, Ichalkaranji - 416115. Ph - 9923500000 | 9764016000

Design | Website Development | Application Development | Digital Marketing

CIN NO: U72900PN2017PTC170634

Date : 28 October, 2024

Mr. Aniket Raghunath Thorat

973896071

aniketthorat1677@gmail.com

Subject: OFFER FOR EMPLOYMENT

Dear Aniket,

This Refers to the interest shown by you in pursuing a career with "Walstar Technologies Pvt. Ltd." and your subsequent interview with us. We are pleased to inform you that you have been appointed for the role of "Trainee Engineer".

Your C.T.C. will be INR 1.2 LPA /- which will be subjected to Professional Tax and Insurance at the rates applicable and if any other deduction due to Government rules changes will be applicable too.

As discussed, your joining date will be 28 October, 2024 and you have to report at our Office location at 10.00 Am further, you will get a detailed appointment letter upon joining which will include all terms and conditions of your employment with a detailed salary break up.

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to HR Department on the day you join our organization

- Original & photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Certificate from previous employments
- Adhar Card
- PAN card
- Three passport size photographs

CIN NO: U72900PN2017PTC170634

Date : 28 October, 2024

Mr. Vivek Chandrakant Jadhav

7385091764

vivekjadhav1764@gmail.com

Subject: OFFER FOR EMPLOYMENT

Dear Vivek,

This Refers to the interest shown by you in pursuing a career with “**Walstar Technologies Pvt. Ltd.**” and your subsequent interview with us. We are pleased to inform you that you have been appointed for the role of “**Trainee Engineer**”.

Your C.T.C. will be **INR 1.2 LPA** /- which will be subjected to Professional Tax and Insurance at the rates applicable and if any other deduction due to Government rules changes will be applicable too.

As discussed, your joining date will be **28 October, 2024** and you have to report at our Office location at 10.00 Am. Further, you will get a detailed appointment letter upon joining which will include all terms and conditions of your employment with a detailed salary break up.

We Request you to bring the following documents / Credentials at the time of Joining and submit these documents to HR Department on the day you join our organization

- Original & photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from you previous employer
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Certificate from previous employments
- Adhar Card
- PAN card
- Three passport size photographs



Walstar Technologies Pvt Ltd.
2103/47, E-Rukmimi Nagar, In Front Of
Datta Mandir, Kolhapur, Karveer,
Maharashtra 416 005

At Last, we welcome you in **"Walstar"** family and wish you a rewarding career ahead. Please feel free to get in touch at any time for any further information.

-Looking forward to having you on board as a member of **"Walstar Technologies Pvt.Ltd"**

Thanking You,

Yours Sincerely,

Walstar Technologies Pvt. Ltd.

Mrs. Megha Pratap Patil

Director

2103/47 E Rukmini Nagar,

Front of Datta Mandir, Kolhapur

Maharashtra - 416 005.

SF1, Dattatray Sahnivas,
Plot No 40/1, Opposite to MSEB
Junction, 7 Vi Galli, Behind New
Court, Wanlesswadi, Sangli.
416 416.
MH29D0010089



SANGLISOFTWARE

JOINING LETTER

Date: 01/12/2024

Dear Mujaffar Allauddin Pathan,

We are delighted to welcome you to SangliSoftware as a Web Developer. We were highly impressed with your skills and experience, and we are confident that you will be a valuable addition to our team.

Your employment with us is set to commence on 01 December 2024. On your first day, please report to SangliSoftware by 10:00 AM. You will be greeted by Mr. Amol Patil, who will introduce you to your new colleagues and provide an overview of our current projects and objectives.

Position Details:

- **Position:** Software Developer (Web)
- **Work Hours:** 10:00 AM to 7:00 PM
- **Joining:** 01st December 2024

Please find attached your official employment contract, which outlines the terms and conditions of your employment, including your salary, benefits, and other pertinent details. We request that you review and sign the contract and return it to us by 15th December 2024.

We are committed to providing you with a supportive and dynamic work environment where you can thrive and contribute to our company's success. Should you have any questions or require further information before your start date, please do not hesitate to contact Mr. Amol Patil at sanglisoftware.com or +91 95117 26780.

We are excited to have you join our team and look forward to the innovative solutions you will bring to SangliSoftware

Welcome aboard!

Sincerely,
Amol Patil
Owner
SangliSoftware



Internship Offer Letter

IL/IS167

06/01/2025

Dear SANSKAR MOHAN TASHILDAR,
Welcome To IT Shaala !

Congratulations! We are delighted to welcome you for the internship of **Software Developer Trainee** at **IT Shaala**, with the designation **Software Developer Trainee Intern**. This is an unpaid internship and the duration of the internship will be 9 month. This internship is observed by **IT Shaala** as being a learning opportunity for you.

- **Internship Title:** Software Trainee Intern
- **Start Date:** 23 FEB, 2024
- **End Date:** 30 Aug, 2024
- **Office Days:** Monday to Friday
- **Office Time:** 9:30 AM to 6:30 PM

After successful completion of your internship, you will be provided with an **Internship Completion Certificate**. It will be provided only to candidates who will complete the internship for three month, **Letter of Recommendation** will be provided based on performances.

We look forward to a worthwhile and fruitful association which will make you equipped for future projects. Wishing you the most enjoyable and truly meaningful internship program experience. I hope that your internship with **IT Shaala** will be successful and rewarding

Thank You,
Team IT Shaala



Offer Acceptance Letter

06/01/2025

L/IS167

As an intern under IT Shaala, you shall be bound by the following terms & conditions during your tenure.

- All your information will be safe and confidential with IT Shaala. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- This is an unpaid internship and the duration of the internship will be 3. month.
- You have to cooperate with and follow all policies and practices of IT Shaala for both yours and It Shaala's development.
- The intern must successfully complete all assigned tasks within the specified deadlines. The intern should actively participate in and contribute to the designated project.
- Only interns who meet all of the above conditions will be eligible to receive the Internship Completion Certificate. tificate.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

We hope that your internship with the Company will be successful and rewarding. We look forward to having you begin your career at IT Shaala

Thank You,
Team IT Shaala



I _____ sincerely accept and confirm the above issues.

Signature: _____

Date: _____





ib solution

Integrated Business Solution

Address :- Shop No.9, Mahavir Gaurav CHS. Ltd.,
M.D. Keni Road, Nahur (E), Mumbai - 400 042

(022) - 2566 7503

bomintegrated@gmail.com

Website : www.ibinfosolution.com

Ref : IBS/110

09/01/2025

To

Minakshi Shamrao Patil
Shelap Gavase,
Kolhapur,
Maharashtra - 416505

Sub: Appointment Letter

Dear Minakshi Patil,

We are pleased to offer you employment in our organization. Your designation will be "Trainee Software Engineer". The employment will be in effect from 01/01/2025.

Please find enclosed Memorandum of Understanding for detailed terms and conditions.

You may please sign on the duplicate of Appointment Letter and MOU as acceptance of this terms and conditions.

We wish you all the best in future and hope it is beginning of long mutual relationship

Yours Truly,
For Integrated Business Solution.



Milind Narvekar
(Partner)

MEMORANDUM OF UNDERSTANDING

This MOU is signed between Minakshi Patil and M/S Integrated Business Solution (IBS) to formalize the professional services rendered by you to IBS. Even though this is not a legal contract the terms mentioned herein are binding on you & IBS in good faith.

[General terms of working]

- You will be providing professional Services on monthly charges basis to IBS.
- You may be assigned to more than one project depending on the need of the project and your involvement required.
- You will be made available various IT products and resources by IBS as required by the project.
- It will be your responsibility to take optimum use of these resources to deliver quality software for maximum customer satisfaction.
- Apart from Software Development You may also participate in following areas:
 1. Software Support
 2. Requirement analysis leading to SSAD
 3. Identification of Programming related pitfalls, bottlenecks in the system envisaged.
 4. Application related research and development as needed.
 5. System Documentation
 6. Database Designing.
 7. Fine Tuning of Database Design of Existing Applications.
- You will keep reporting to Team Leaders, project Managers, coordinators from time to time
- You will take the full responsibility of software testing, software development, debugging and its proper functioning after implementation.

[Skills Expected]

Following are the skills expected from you

1. Knowledge of current Hardware and Software technologies. (e.g. Networking, RDBMS, OOPS, Testing etc.)
2. Knowledge of Software development standards.
3. Database Designing
4. Proficiency in the programming tools specific to you
5. Proficiency in Mobile App Development on various platforms like Android, iPhone etc
6. You are expected to keep updated with latest technologies
7. Expertise in ASP.NET, SQL Server, Crystal Report and expertise in project handling
8. If required, you should also learn other technologies

[Reporting to work]

1. You will report to work on and from 01/01/2025 Your working hours would be 10:00 AM till 6:00 P.M.
2. As per the need of the application, the timing may stretch beyond mentioned above.

3. There will not be any absenteeism in the first 12 months from the date of joining. Any leaves thereafter would be on the basis of your case for leave and discretion of the management.

4. You will be entitled for pre-defined privileged leaves and casual leaves after completion of one year of service in IBS.

[Payment]

1. The monthly payment will be Rs. 12,000 /- only. You will be also given an additional amount 500/- toward internet charges.
2. All payments will be made by cheque/ NEFT/ RTGS only.
3. Our liability of payment is only limited towards the professional charges per month towards satisfactory service rendered. No other physical, legal, contractual etc. liability is at our account.

[Quality of Work & Commitment]

1. You will be explained on the norms of quality of work before and during this assignment.
2. You will strictly adhere to this quality of work standard.
3. You will maintain and contribute to the professional image of IBS at customer offices by quality work.
4. The software development by you will be the intellectual property of IBS and will be wholly owned by IBS. You will not reuse or make copies of the software for any outsider. This rule will be strictly adhered to and any misconduct in this regard will call for sever legal action.
5. You are committed to undertake responsibility of business secrecy, non-disclosure of business secrets, no copying of application software or documentation, no misuse of customer contracts, non-disclosure of customer office confidential information etc. You will have to strictly adhere to these commitments. Any misconduct towards this will be called for sever legal action.
6. You will not use office and /or customers resources for any personal work or for any work that will damage company's reputation. You will not access any messengers or personal emails or pornographic sites from office and / or customers place.

[Continuation/ Termination of Service]

1. IBS may terminate this engagement by means of notice in writing of 30 days in advance.
2. You can terminate this engagement by means of notice in writing of 30 days in advance.


MOU signed on Date

09/01/2025

Date of joining

01/01/2025


Minakshi Patil


IBS Authorized Signatory





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+ Inspired + Innovation + Empowered

Date: November 13, 2024

Mr. Poorva Mahesh Shreshthi

Sub: Letter of Internship

Dear Poorva,

Many Congratulations!!

We are pleased to inform you that you have been selected through the Interview, held at AQM Technologies Pvt Ltd.

With reference to our discussions during the interview, we confirm the acceptance of your candidature for the position of "Intern" in Software Testing - General Insurance vertical.

During your internship you will be eligible for a monthly net take home of Rs.16,164/-. However, your internship period will be of 3 (Three) months.

Primarily, you will be joining at our Office located at Ghatkopar (Mumbai), however based on project requirement, you will be deployed at any location in India or outside India.

You are requested to complete below mentioned certifications within your 3 months of your Internship:

1. Certification in ISTQB Foundation Level from ITB (Indian Testing Board)
2. Ill Licentiate Exam within 6 months from Date of Joining.

You will be required to comply with all the company's policies directly or indirectly applicable to you.

You are expected to join AQM on or before November 13, 2024 failing which this offer letter will stand cancelled.

Wishing you, good luck and look forward to the enduring association with us.

With best regards,
For Poonam IT Consulting Services Pvt Ltd.

Sandeep Kumar Dey
Director- HR
PITCS® Pvt Ltd



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Strictly Confidential

Annexure - I
Annual Compensation Structure

Employee Name : Poorva Mahesh Shreshthi
Designation : Intern
Department : Software Testing - General Insurance
CTC Effective Date : 13-Nov-2024

Compensation Heads	Amount in INR	
	Per Month	Per Annum
Fixed Gross Salary		
Basic	15,002	1,80,024
House Rent Allowance (HRA)	750	9,000
Statutory Bonus (As per Payment of Bonus Act)	1,240	14,880
Sub Total	16,992	2,03,904
Gratuity (payable as per Gratuity Act)		8,655
Employer's contribution towards ESIC coverage	553	6,636
Employer's contribution towards Health Protection Program	500	6,000
Sub Total		21,291
All Inclusive Cost To Company (AICTC)		2,25,195

Overall Calculation of Monthly Net Earnings (subject to the deductions of applicable taxes & Loss of Pa

Monthly Gross Earnings	16,992
Profession Tax (in the month of Feb, deduction will be INR 300)	200
Employee's contribution towards Health Protection Program (valid till March 31, 2025)	500
Employee's contribution towards ESIC, (if applicable)	128
Total Monthly Deductions	828
Monthly Net Earnings (tentative)	16,164

For more details in your compensation structure, kindly refer the Annexure - II



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Annexure – II

Important Points

- i) Your "All Inclusive Cost to Company (AICTC)" would comprise your Salary, Allowances, applicable Statutory Benefits, Bonus (if any), and/or any incentives as applicable to you. The Company shall deduct tax at source (if applicable) & applicable Statutory dues at the time of making payment of all the Compensation Heads as per their specifications.
- ii) In cases where Permanent Account Number (PAN) is not provided, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
- iii) The Annual compensation package has been customized for you taking into consideration of your Role / Profile, your overall Performance assessed by your Reporting Manager, Head of the Dept., Company's active policies and related factors.
- iv) The Company reserves all the rights to change / restructure the Annual or Monthly Compensation Structure and / or the Compensation Heads in lieu of changes in applicable Statutory Compliances and / or in Company's policies and / or Income Tax rules from time to time, without increasing the AICTC amount.
- v) All compensation details are "Strictly Confidential" and should not be disclosed or discussed with anyone. Any violation would be considered as breach of the Company's code of ethics & may result into the Termination of Employment with immediate effect.
- vi) To be eligible for next annual performance review employee needs to serve continuous and minimum 12 (Twelve) months of uninterrupted services.
- vii) The details of "Annual Compensation Structure" are not to be shared / discussed with any of the Client Personnel, if you are deputed at the Client Site. Any violation would be considered as breach of the Company's code of ethics and may result into Termination of your employment with immediate effect.
- viii) Taxation will be governed by the Income Tax rules and the Company will be deducting tax at source as applicable.
- ix) Payment of any Annual Component of your CTC is subject to you being "Active" on the company's rolls and not serving Notice period at the time of Payment.
- x) Next Performance Review due date mentioned above will solely depend on your Performance, Behavioral parameters, Attendance & also as per the Management's discretion depending on various factors. All the terms and condition of Annual Compensation Structure & Annexure – II as mentioned in this letter will be applicable, until your actual next CTC revision as duly approved by the management, issued & accepted by you or employment closure / exit whichever is earlier.
- xi) Guidelines of compensation heads

Sr. No	Compensation Heads	Description
1	Basic	"Basic" is inclusive of Dearness Allowance (DA) and paid monthly on a consolidated basis. Basic will be reckoned for PF, Gratuity & Leave Encashment as per rules.
2	House Rent Allowance (HRA)	HRA will be computed as per the Income Tax Rules, applicable from time to time.
3	Statutory Bonus	The amount paid towards this head is advance payment of Statutory Bonus, which is payable in accordance to the "Payment of Bonus Act, 1965"
4	Annual Performance & Retention Incentive	Annual incentive would be payable on completion of 1 (One) year from the CTC revision date (pro-rata basis), subject to the approval from your Reporting Manager & HOD and also subject to you being active on the company's rolls and not serving Notice period at the time of Payment. These Incentives will be treated as productivity bonus in lieu of Statutory Profit Bonus.
5	Gratuity	The eligibility for payment of Gratuity is minimum of 5 (five) years of continuous service in the Company as per the Payment of Gratuity Act, 1972.
6	Employer's contribution towards Health Protection Program	Insurance cover will be applicable to Employee as per the Company's prevailing guidelines on the same. a) Group Mediciam Coverage for Sum Assured of INR 2,00,000 on a floater basis for Self + Spouse + 2 dependent children (upto 25 yrs) b) Group Personal Accidental Coverage for Sum assured of INR 5,00,000 c) Group Term Life Insurance Coverage for Sum assured of INR 5,00,000 For further details please login on Timesheet Portal and refer HR Policies Tab
7	Jurisdiction	Even though the Company may depute Employee overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in Mumbai only.



Ref-SGI/HR/2024-25/330-A

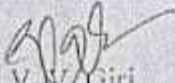
Date : 02.01.2025

Appointment Order

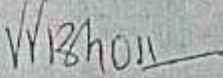
Ms. Amanulla Allauddin Mulla is hereby appointed as a Lecturer in Computer Science and Engineering Department (Polytechnic) on the following terms and conditions.

1. You will be paid Consolidated salary [REDACTED] per month.
2. Your appointment will be purely on temporary basis for a period from 02.01.2025 to 30.05.2025.
3. Continuation of your services will depend upon your satisfactory performance.
4. In case you are found irregular and negligent in your duties; or any misconduct from your side, your appointment will be terminated without any notice within above mentioned period.
5. If you are found absent continuously for more than ten days without permission, your service will stand terminated within above mentioned period.
6. Your services can be terminated by giving one month notice or one month notice pay in lieu of notice without assigning any reason. You will be required to serve one month's notice or surrender one month's Gross salary, if you intend to resign the post.
7. Your services will be transferable to any other institute run by the management.
8. You will not conduct or engage yourself in any private tuitions or private coaching classes.
9. You will have to carry out any job/work assigned by the management, from time to time for the growth and development of the institute.
10. This temporary employment does not entitle you to have any claim or preference for permanent employment or any lien on the employment in this office.

If the above terms and conditions are acceptable to you, you are hereby informed to join the institution immediately, after signing the copy of this order as acceptance.


Dr. V.V. Giri
Principal
Sanjay Ghodawat Institute,
Atigre.




Mr. V.V. Bhosale
Trustee
Sou. Sushila Danchand Ghodawat
Charitable Trust, Atigre.

Date- 6th October 2024

To,
Ms. Poonima Kamble
Kolhapur

Sub: Appointment letter

With reference to your application & interview with you, we are pleased to offer you an appointment with us as a "Business Development Trainee" on following terms and conditions. Your appointment will be effective from 4th October 2024 on a monthly CTC of **Rs 10,000/-**

- Your appointment in all other respects will be subject to the terms and conditions of employment as may be in force from time to time.
- During the time you are employed with us, you will exclusively for us and maintain complete confidentiality about the clients, documents shared and the nature of work.
- Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents /certificates/references given by you, the company reserves the right to revoke the offer.
- **Area of Working: Kolhapur**
- You have been confirmed on the basis of the commitment given by you, that you will serve Biyani Technologies, sign a bond and complete minimum 1 year of employment with us, from the date of your joining.
- In case of you happen to leave the organization within 1 year of your services, you would be required to pay the compensation charges equivalent to 2 months of your salary & 2 months notice period against the expenses incurred by the organization against your training and recruiting and retraining of replacement candidate.
- After completion 1 year, if you wish to discontinue, the notice for leaving the service will be a period of two months. Before leaving job all the assigned work given should be completed and all the work done should be properly handed over.



CHANAKYA
software services
OFFER LETTER

Chanakya Software Services Pvt. Ltd.
Plot No 35, Rajiv Gandhi Infotech Park,
Phase-II, Maan, Hinjewadi, Pune - 411057.
CIN-U72200PN2003PTC018609
Email: sangram@chanakyasoft.com
☎ : 27276353/8805027292
www.chanakyasoft.com

Date: 23 December 2024.

To,
Owskar Dayanand Ganbawale
Maratha Nagar, near holy mother English medium school,
Peth Vadgaon, Dist. Kolhapur,
Tal. Hathkanangle
Pin- 416112


Dear: Owskar Dayanand Ganbawale (Mob 9021168043)

Sub: Offer letter for the post of Consultant "TRAINEE SOFTWARE ENGINEER".

This is in the reference with the interview you had with us on **28/10/2024** for the above mentioned post. We are pleased to inform you that the management has selected you for this post as per the terms and conditions agreed upon

1. You will be employed by **Chanakya Software Services Pvt. Ltd. Pune** as a **Consultant "Trainee software Engineer"**.
2. Your probation period will be for 6 month.
3. After your training period, and based on your overall performance, you will be appointed as a **"Jr. Software Engineer."**
4. We offer you gross monthly consulting charges of Rs. 20,000/-p.m. (Rs. Twenty Thousand only) with a deduction for TDS @10% amounting to Rs.2,000/-p.m. (Rs.20,000-Rs.2000 = Rs. 18,000/-).
5. Your official timing is 9.00 a.m. to 6.00 p.m.
6. Working days are six days a week.
7. In probationary period you are not entitled for the leave except for the Office declared holidays.
8. Before going on leave you should inform us two days in prior and the leave will be unpaid leave.
9. You will be an at-will employee. Therefore, you and Chanakya Software Services Pvt. Ltd. have the right to terminate your employment relationship without giving any reason at any time.
10. If acceptable, please sign and return the copy of this letter and report at our office.

Sincerely,


Vaishali Barge
Director
Chanakya Software Services Pvt. Ltd.





Offer Letter

Date: 20/11/23

Dear Shyam Craikwad

We are happy to inform you that you have been shortlisted in screening test conducted by "Qspiders Pune". Date of training will be confirmed taking into consideration the academic timetable of the University. On the day of joining we would explain complete program with schedule in detail.

Note:

- For complete training we DO NOT CHARGE you.
- We do not charge you for any of the Interviews and Placement activities conducted from our end.
- The training includes Core JAVA, Manual Testing and SQL (Database).
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity.

- You should have 90% of the attendance
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune, and Delhi).
- Complete the assignments on time.
- Give frequent presentations.
- Bring this offer letter on the first day with a government photo Identity Proof and Address Proof.
- Also two passport size photographs are required to be submitted by the candidate on the first day.

Qspiders Incubation Center address

1. 582, 5th Floor, Sunny pride, Behind J M Road McDonalds, Deccan Gymkhana, Pune 411004.
Cont: 9096055556 / 9096055557
2. 202 "Amar Manor", Above Vijay Sales, Next to Krome Mall, Solapur Road, Hadapsar Pune - 411013. Cont: 7028470006/ 7028470008
3. The Hub, 4th Floor, Dange Chowk Road, Jai Hind Nagar, Thergaon, Pune, 411033
Cont: 6366655577

