

Date: September 19, 2022

**Aditya Kanawade
Malpani Nagar,
Ghulewadi, Sangamner,
Ahmednagar,
Maharashtra – 422605**

Dear Aditya,

We have the pleasure of offering you an appointment as a 'Trainee' with effect from **July 3, 2023**, in the company on the following terms and conditions:

1. You are being employed as a 'Trainee', to work in the fields of production, documentation, servicing, and maintenance of software and software applications. The Company will produce software products and applications of international standards for international clients.
2. During your service with the company, you will diligently and faithfully serve the Company in such capacity aforesaid.
3. For six months of training, you will be provided with accommodation (if required by you) and a stipend of **Rs. 10,000/-** per month.
4. You may at any time be called upon to perform other than your normal duties, which in the opinion of the Company are within your capacity to discharge, and you will forthwith undertake to discharge these duties with care and diligence.
5. During your employment and thereafter, you will keep all secrets and will not divulge to any person, firm or Company whatsoever (other than to the Directors or partners of the Company or their authorized representatives or except under legal duress) confidential information of any description acquired by you while in our service concerning the process of manufacture, business practices or affairs of the Company or any of its associates, or their customers or suppliers.
6. You will not, during the continuance of your contract, undertake or carry on, either alone or in partnership, nor be directly or indirectly employed or concerned with as a principal-agent, or otherwise in any business, trade or profession whatsoever. You will fully devote your time and attention to your duties with us.
7. From day 1, you commit to work at Extentia for a period of 24 months. You will be onboarded as a fresher and based on your performance we will absorb you as a permanent employee. For the initial 6 months, you will be working as a Trainee and as you get converted into the permanent position your CTC will range from **3.60 to 5.50 lakhs per annum** depending on your performance feedback. If you resign within 24 months, you would be expected to pay Extentia a sum of **Rs. 1,00,000** only towards ending your commitment to Extentia and serving a notice period of 3 months.
8. Post your training period, if you wish to continue with the accommodation then Rs. 5000 per month will be the rent.

EXTENTIA INFORMATION TECHNOLOGY PVT. LTD – A MERKLE COMPANY
CIN: U72400PN1998PTC013061 | contactus@extentia.com | www.extentia.com

Registered Office

Extentia House, Lane E, North Main Road
Koregaon Park, Pune 411001, Maharashtra, India
Phone: +91-20-67285300 Fax: +91-20-26153104

Corporate Headquarters

Extentia Tower, Road 12, Kalyani Nagar
Pune 411006, Maharashtra, India
Phone: +91-20-67285200



9. Resignation cannot be given by an employee when he/she is on leave and no leave will be granted once a resignation letter has been submitted. You will not be getting any Service Certificate in case you resign during your trainee period.
10. Your services can be terminated during your training period depending upon your performance feedback.
11. For the present, your services are required at Pune, and as and when the necessity arises, the Company has the right to transfer your services to any place in India.
12. Upon termination of your contract, you will return to the Company all documents, books, or any other articles of the Company and/or copies thereof belonging to the Company.
13. Helmets are compulsory at Extentia for the rider and the pillion rider.

Should you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed by you confirming your acceptance.

We take this opportunity to welcome you to our organization and hope your association with us will prove to be of mutual benefit.

Yours faithfully,

Celina Joseph
Vice President, Human Resources
Extentia Information Technology Pvt. Ltd.
Date: September 19, 2022


I ACCEPT

My date of joining will be 03/07/2023

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Phone: +91-20-67285200




Prof. (Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

24 February 2023

Apurva Sapkal
apurvasapkal38@gmail.com
8805969307

Sub: "Letter of Internship"

Dear Apurva Sapkal,

Congratulations! We are pleased to engage you as Data Science Trainee at TuringMinds, a division of INSOFE Education Private Limited ("Company") basis this letter, on the following terms and conditions (the "Agreement"):

This Agreement entails the general terms and conditions of the internship_offer including compensation, general internship_benefit, and professional requirements.

Please review the summary of terms and conditions for your anticipated internship with the Company.

1. Your date of joining as a Data Scientist Intern shall be **28 February 2023**
2. Your orientation to the internship will be on **28 February 2023**
3. Until the time you complete your Under-Graduate Programme based on the conditions mentioned in this offer letter, you will be designated as an Intern.
4. You must report at TuringMinds Office situated at Nishuvi, Ground Floor, 75, Dr Annie Besant Rd, Worli, Mumbai, Maharashtra 400018 on the date of joining.
5. Your training and project work for a duration of 12 months post completion of your graduation will be at Nishuvi, Ground Floor, 75, Dr Annie Besant Rd, Worli, Mumbai, Maharashtra 400018.
6. During this period, as a Data Scientist Trainee you will be paid a stipend of INR 15,000 per month subject to conditions stipulated in Annexure - B. All payments made under this Agreement shall be subject to reduction to reflect taxes or other charges required to be withheld by law.
7. The stipend payable will start once the process of enrolment to the Masters Programme is complete.
8. This offer is conditional upon your satisfactory performance and successful completion of your under graduate coursework. Your offer is based on your outstanding academic record until now. The commencement of this engagement is subject to completion of your graduation on or before 01-Aug-2023, failing which this offer shall stand cancelled.
9. Your confirmation to the internship will be based on your performance as explained in the Annexure- A and Annexure – B. Subject to fulfillment of criteria specified in Annexure – A and Annexure- B, you will be promoted to the designation of Associate Data Scientist.
10. During the term of your internship, you agree to abide by the Company's Code of Conduct, rules, regulations, organization values and cultures.
11. Company shall be entitled to terminate this Agreement in accordance with the performance and behavioral criteria set out in Annexure- A and Annexure - B and in event of violations of the Company's code of conduct as per the Company policies.



12. Either you or the Company will be entitled to terminate this Agreement, without cause by serving a 2 months' notice period to the other party.
13. If the information you provided is incorrect or you resort to any unethical/objectionable behavior, the Company reserves the right to terminate the internship without any notice and liability on the Company.
14. You will not receive any financial support (Compensation/reimbursement of academic training) from the Company upon relieving you from your services.
15. The terms of this Agreement shall be governed in accordance with the law of India, and the competent courts in Hyderabad, Telangana shall have exclusive jurisdiction.
16. The Company will collect and process personal information, as defined under applicable data protection laws, as may be submitted by you from time to time for the purpose of its internship.
17. You acknowledge that you have had the opportunity to consult legal counsel and financial advisors, you have read and fully understand this letter and are signing this Agreement voluntarily and of your own free will, to obtain the benefits of this Agreement.

We are all delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us as per the timeline mentioned below.

Offer Acceptance	27 February 2023
Onboarding documentation	28 February 2023

This offer will stand revoked if the above timelines are not being met and your candidature will be treated as a fresh application for recruitment if you would like to join us in the future.

For TuringMinds.ai
(A Division of upGrad INSOFE)

ACCEPTED AND AGREED:


Himanshi Sah

Sr. Manager - Human Resources

Apurva Sapkal



V. Completion of Program

- a) You have the right to complete the program at one go or complete the 2nd year of the masters later. In such cases where a deferment is sought, You can complete the second year of masters in 36 months from the date of completion of Year 1 however the enrolment to the Year 2 should be done no later than 12 months from the completion of Year 1.
- b) The assessment by the University to complete the Program shall be in addition to assessment and training by Company during the Training Period.
- c) You will be entitled to a Master's degree from the University on completion of the Program.

TuringMinds 



ANNEXURE -A
TERMS AND CONDITIONS OF INTERNSHIP

I. Performance Criteria

- a) You will be evaluated during your term with Company on different assessments and shall be accordingly provided with ratings depending upon your performance. We consider your conduct, performance in the training, participation etc. for evaluation. We will provide you quarterly feedback of the same.

II. Training during 12 months commencing from reporting date.

- a) You shall undergo several assessments and training as mandated by the Company to evaluate your performance during the Training Period. You shall be rated based on your performance in different training and assessment tests.
- b) You are expected to reach out to the human resources team of Company at least 15 (fifteen) days before completion of your final examinations to finalize a reporting date.

III. Nomination to the Program

- a) As a part of this internship and based on your performance in the assessment process (as specified in clause I above) during Training Period and your interest in the location of posting, Company will nominate you to the programs ("Program") mentioned below:

Location	University	Program
India / USA	Golden Gate University, San Francisco, CA	MS in Full Stack Artificial Intelligence and Machine Learning
India	Case Western Reserve University Cleveland, OH	Post Graduate Certification Program in Full-Stack AI and ML engineering

IV. Nomination Process for the Program

- a) The Company shall help you secure an admission with the above mentioned Programs and once the admission is confirmed, the Company at its sole discretion may help you secure an education loan from one of our partner financial institutions. Should you choose to avail an education loan, the terms and conditions including user agreements of the chosen partner financial institution will also be directly applicable to you and those agreements or terms shall remain outside the Company's purview. You shall be solely responsible for repayments of the education loan and in no event shall the Company be liable in any manner whatsoever for any repayments relating to the said loan.
- b) Unless specified otherwise, you shall pay the fee directly to the University.
- c) Complete details of the Program along with all the curriculum, duration, terms, and conditions shall be shared with you separately prior to the commencement of the Program.


Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.





Fwd: QSpiders 2023 Batch!!! Incubation Final Selection List

Saiyamee Saive <saiyamees12@gmail.com>
To: tpo.ignscoe@sapkalknowledgehub.org

----- Forwarded message -----

From: <devikarani1@qspiders.com>

Date: Thu, Dec 15, 2022, 15:31

Subject: QSpiders 2023 Batch!!! Incubation Final Selection List

To: <tpo.ignscoe@sapkalknowledgehub.org>

Cc: <sakshilandage84@gmail.com>, <ahireb45@gmail.com>, <saiyamees12@gmail.com>, <kajalgaikawad34@gmail.com>, <shubhamnikamd000837@gmail.com>, <sudhayvedpathak@gmail.com>, <pallavigore670@gmail.com>, <khairnarprasad96k@gmail.com>, <kareenamore028@gmail.com>, <mansinannaware622@gmail.com>, <amayzend@gmail.com>, <tejchavan1997@gmail.com>

Hello Sir/Mam,

Good Evening

We are happy to announce the Final Selects for Incubation [Free Training & Placement] of 2023 Batch from your college.

We heartily congratulate students for getting placed & we officially welcome all the selected students to QSpiders.

Below mentioned students in the offer letter are the Final selects & Please communicate the same with students & we will post you the date of Joining ASAP.



A Unit of Test Yantra Software Solutions India Pvt Ltd

INCUBATION OFFER LETTER

Dated

Dear Sir,

We are happy to inform you that Below Students from your college KCTS Late G. N. Sapkal College of Engineering, Nashik been Selected in our Incubation Screening Drive.

Candidate Name	Mobile Number	Email ID	Degree	Degree stream	Degree college
Landage Sakshi Dattu	8975381967	sakshilandage84@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. Sapkal College of Engine
Bhushan Ahire	9529137663	ahireb45@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. Sapkal College of Engine
Saive Saiyamee Santosh	7796288694	saiyamees12@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. Sapkal College of Engine
Kajal Ramesh Gaikawad	9403311628	kajalgaikawad34@gmail.com	BE	Electronics & Communication(E&C)	KCT'S Late G. N. Sapkal College of Engine
Shubham Ganesh Nikam	8975635847	shubhamnikamd000837@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. Sapkal College of Engine
sudhay Sanjay Vedpathak	7038993730	sudhayvedpathak@gmail.com	BE	Mechanical(ME)	KCT'S Late G. N. Sapkal College of Engine
Kshiltij Gopal Tidke	7517383807	ktidke005@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. Sapkal College of Engine
Pallavi sanjay gore	9689374399	pallavigore670@gmail.com	BE	Electrical & Electronics(EEE)	KCT'S Late G. N. Sapkal College of Engine
Prasad Govind Khairnar	9145490703	khairnarprasad96k@gmail.com	BE	Electrical & Electronics(EEE)	KCT'S Late G. N. Sapkal College of Engine
kareena rajendra more	9145327943	kareenamore028@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. Sapkal College of Engine
NANNAVARE	9823365890	mansinannaware622@gmail.com	BE	Computer Science(CS)	KCT'S Late G. N. Sapkal College of Engine
AMEY DEEPAK ZEND	777080330	amayzend@gmail.com	BE	Electronics & Communication(E&C)	KCT'S Late G. N. Sapkal College of Engine
Tejas Chavan	9503335167	tejchavan1997@gmail.com	BE	Electronics & Communication(E&C)	KCT'S Late G. N. Sapkal College of Engine

<https://mail.google.com/mail/u/0/?ik=19b9e01d72&view=pt&search=all&permmsgid=msg-f:1752981547827103682&siml=msg-f:17529815478271036...> 1/2



7/5/23, 12:21 PM

Gmail - Fwd: QSpiders 2023 Batch!!! Incubation Final Selection List

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Software Testing/Software Development & General Aptitude.
- On successful completion of their training they will be awarded with course completion Certificate
- No other programs are included in this training module

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day of reporting with all semester marks cards, 10th 12th/PUC & Degree [Till Now] 1 Govt ID proof & 2 passport size photo.

This letter is valid only on respective date of joining only. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards

QSpiders Campus Connect Team.

For Selected students anything in further information or Query contact only on below numbers according to college State/Location

-Maharashtra-9063035838/8887795674

[Note- This mail is a final confirmation of your selection, No Commercials involved & students while reporting can take a print/show the mail confirmation to the respective concerns @ QSpiders]

 Signature latest- Namratha

Thanks & Regards,

L Devika Rani Shelke
Business Manager

QSpiders Campus Connect

E-Mail - devikarani.l@qspiders.com

www.qspiders.com | www.jspiders.com

Bengaluru | Mysore | Chennai | Hyderabad | AP|Pune | Mumbai | Kolkata | Chandigarh |

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |

5 attachments



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Anjaneri, Nashik-422 213.





APPOINTMENT LETTER

June 1, 2022

Dear Hyalij Kailas,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. The retirement age is 58 years.
- c. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- d. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- e. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- f. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.





Offer : Computer Consultancy
Ref : TCSL/EP2023IR1882029/ Chennai/2067098
Date : 24-MAR-2023

Ms. Shrutika Vitthal Patil
Om Sai Pg Near Mezza 9 Hotel
Phase 1 Hinjewadi Pune
Pune, Maharashtra, India
Tel No.: 9325596216

Sub: Letter of Offer and Terms of Employment

Dear Ms. Shrutika Vitthal Patil,

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

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of Systems Engineer in Grade C1 at TCS - Pune. Your gross salary including all benefits will be Rs. 6,00,008/- per annum. Annexure 1 provides a break-up of the compensation package.

Kindly confirm your acceptance of this offer on-line through the option 'Accept Offer letter' and propose your tentative date of joining. If not accepted within 7 days, this offer is liable to lapse at the discretion of TCSL. Please initiate your Background Check and submit required documents online within 5 days of your offer acceptance. Kindly note that your Offer is subject to a positive background check.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by TCSL.



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TCSL/2067098

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Nyati Tiara S No 103/A 1/129 CTS 1995 Nagar Road Yerwada Pune 411 006 India
Tel 91 20 6608 7777 Fax 91 20 6608 7799 Website www.tcs.com
Registered Office Nirnal Building 9th Floor Nariman Point Mumbai - 400021.



COMPENSATION & BENEFITS

The details of your compensation and benefits are given below:

FIXED COMPENSATION

Basic Salary

Your Basic Salary will be **Rs. 15,000/-** per month.

Bouquet of Benefits (BoB)

Bouquet of Benefits offers you the flexibility to design part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis. The components under Bouquet of Benefits are listed below. The amounts given here for each of the components are as per the pre-defined structure. However, you may want to re-distribute the BoB amount between the components as per your tax plan, once you join the company. To design your Bouquet of Benefits, you may access the link to BoB in the 'Employee Self Service' link on 'Ultimatix', the internal portal of TCSL.

Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance:

Your HRA will be **Rs. 7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance:

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

3. Food Card:

You will be eligible for a Food Card. It can be set up to a maximum of **Rs. 3,000/-** per month for tax exemption. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.

4. Personal Allowance:

You will be eligible for a monthly personal allowance of **Rs. 14,950/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

1. Monthly Performance Pay

You will receive a monthly performance pay of **Rs. 3,700/-**. This payout is subject to review basis your own ongoing individual performance.

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2. Performance Bonus

Your Performance Bonus will be **Rs. 2,600/-** per month.

This payout will be made after the end of each quarter based on Individual, Unit, Company performance, and your allocation during the quarter. 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 **Rs. 1,200/-** 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

1. Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). For the current financial year, you and your dependent will be covered under the 'Gold' health plan.

The entitlements under the 'Gold' plan are as follows:

i) Base Cover

Entitlement – Includes domiciliary expenses up to Rs. 6,000/- per insured person per annum and basic hospitalisation expenses up to Rs. 2,00,000/- per insured person per annum.

Premium – Basic premium for self, spouse and up to 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.

ii) Floater Cover

Floater Cover is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalization benefits.

Entitlement – You and your enrolled dependents will be entitled for Rs.12,00,000/- as a family floater coverage towards hospitalization expenses, over and above the individual basic coverage.

Premium – For Floater Cover, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

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Registered Office Nirmal Building 9th Floor Nariman Point Mumbai – 400021.





The above Health Plan is applicable to you and your dependents for this FY. In the subsequent years, you will have the flexibility to opt for a higher plan from the bouquet of plans offered. The additional premium in case of an upgrade to a higher plan will have to be borne by you.

***Note:** The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail.

2. Compensation Benefits under ESI Act / Employees' Compensation Act*:

If you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of employment, from Employees' State Insurance Corporation.

If you are out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of employment as per the benefits under the Company's Afterlife Benefit Policy / Personal accident insurance scheme, whichever is applicable. For more details on this, refer TCS India policy - Afterlife Benefits and TCS India policy - Health Insurance after joining the organization.

* inclusion or exclusion of an employee under 'Employee State Insurance Corporation' is as defined as per the ESI Act

3. Maternity Benefits:

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

4. Professional Memberships:

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

5. Tata Sons & Consultancy Services Employees' Welfare Trust (TWT):

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

RETIRALS

1. 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.

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Registered Office Nirmal Building 9th Floor Nariman Point Mumbai - 400021





You are required to submit your Universal Account Number (UAN), if any, issued by your previous employer on the Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account.

2. Employees' Pension Scheme:

Your enrolment under the Employees' Pension Scheme will be based on the details you provide under the Declaration Form (Form 9) at the time of joining TCSL.

3. Gratuity:

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

Terms of Employment:

1. Relevant Experience:

As per the recommendation of our management review panel, out of your total experience, 1.53 years are being considered to be relevant to the business of our organization.

At the time of Induction, your experience from date of management review by TCS (while in service with current employer) till the date of relieving from your current employment will be added to your total & relevant experience subject to signing of declaration to that effect followed by validation of relevance of your experience during Background Check process.

2. Probation Period:

You will be on probation for 3 Months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment in case your performance, behavior and / or conduct during the probation period is found unsatisfactory.

3. Working Hours:

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

4. Mobility:

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

5. Increments and Promotions:

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

6. Alternative Employment:

As a full-time employee of TCSL, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of TCSL.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
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Tel 91 20 6608 7777 Fax 91 20 6608 7799 Website www.tcs.com
Registered Office Nirma Building 9th Floor Nariman Point Mumbai - 400021.





7. Confidentiality, Data and Intellectual Property Protection:

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of TCSL and its clients.

The detailed Confidentiality related terms and conditions are set out in Annexure 4.

8. Work in SBWS™ mode:

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

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

9. Overseas Agreement / International Assignment Agreement:

If you are on international assignment, you will be covered by the TCSL International Assignment policy from the date of deputation.

Accordingly, you will be required to sign the applicable Overseas Deputation / International Assignment Agreement(s). In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.

If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

10. TATA Code of Conduct:

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

11. Notice Period:

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

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This contract of employment may be terminated by TCSL by giving you 90 days' notice or payment in lieu thereof.

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

12. Retirement:

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

13. Employment in India:

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and or any other permissions and / or documentation as prescribed by the Government of India for permanent employment with TCSL. Keeping your permit / permission up to date during the course of employment with TCSL and submitting a valid copy of that to TCSL is your responsibility.

14. Medical Certificate of Fitness:

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL), issued by a registered medical practitioner having a minimum qualification of MBBS, to the Induction coordinator.

15. Background Check:

Please initiate your background check within 5 days of your offer acceptance. Your background check initiation is complete only when you initiate your BGC online at www.tcs.com/careers/lateral-hiring and submit all the relevant documents for background check online.

An agency will check the credentials specified by you in the application form. The process is normally completed within 5 weeks after Background Check initiation. Verification of your last employment is initiated only post you are released. Your offer will be subject to a positive clearance of your background check. For more details on BGC documents submission, please refer to Annexure - 2.

16. Joining Documents:

For a convenient joining process, the joining documents as mentioned in Annexure – 2 should be submitted within 5 days of Offer Acceptance, after due verification against originals. For any clarification on the above, please connect with the point of contact for your joining location as mentioned in Annexure - 3.

17. Letter of Appointment:

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

18. Data Privacy:

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

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government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

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.

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.

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.

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

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

19. Terms and Conditions:

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

20. 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.

21. Compliance to all clauses:

You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and / or condition would entitle TCS in withdrawing this offer letter at its sole discretion.



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Offer Letter Validity

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.

If you accept the offer from TCSL and fail to join within 120 days from the date of offer, the offer will stand automatically terminated.

We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

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

Girish V. Nandimath

Global Head, Talent Acquisition & Academic Interface



Encl :

Annexure 1: Benefits Gross Salary Sheet

Annexure 2: Document Submission

Annexure 3: List of TCSL Offices

Annexure 4: Confidentiality, Data and Intellectual Property Protection

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GROSS SALARY SHEET

Name	Ms. Shrutika Vitthal Patil		
Designation	Systems Engineer		
Grade	C1	Relevant Experience	1.53 years

Table 1: Compensation Details: (All Components are in Rs.)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Monthly	15,000	1,80,000
Bouquet Of Benefits #	24,200	2,90,400
2) Performance Pay		
Monthly Performance Pay	3,700	44,400
Performance Bonus *	2,600	31,200
3) City Allowance	1,200	14,400
4) Annual Components/Retirals		
Health Insurance	NA	9,350
Provident fund	1,800	21,600
Gratuity	722	8,658
Total of Annual Components & Retirals	2,522	39,608
TOTAL GROSS	49,222	6,00,008

Refer to Table 2 for TCSL defined Structure

In case, you wish not to opt for the BoB, Defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis

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

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	14,950	1,79,400
GROSS BOUQUET OF BENEFITS	24,200	2,90,400



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Document Submission

List of BGC and Joining Documents

BGC:	Joining:
<ol style="list-style-type: none">1. Address Proof (Ration card/Landline /Telephone bill/Electricity bill/House Lease Agreement).<ul style="list-style-type: none">• Present and Permanent Address Proof to be attached (If different then provide separate proof).• Mobile phone bill not acceptable as Address Proof.2. Identify Proof (Passport/Voter's ID/PAN card/ Driving License/Aadhar Card).3. Education: Highest Degree/Provisional Degree Certificate & Highest Degree Mark sheets for all semesters.4. Previous Employment Proof:<ul style="list-style-type: none">• Experience Certificate and Relieving Letter from all previous employer(s). It is mandatory that you submit the relieving and experience certificates from your current employer within 30 days of your joining TCSL. Your BGC status will be positive only after successful completion of employment checks including your current employer.• Last 3 Salary Certificates.• Resignation acceptance letter from current employer.5. Documents to explain gaps during Employment/Education: Medical records for gap due to medical reasons / Affidavit with Notary Authorization for gap due to other personal reasons.	<ol style="list-style-type: none">1. Birth Certificate2. Standard Xth and XII the mark sheets / equivalents3. Degree certificate and mark sheets for all semesters4. Postgraduate Degree certificate and mark sheets for all semesters5. Passport / Driving License / Ration Card6. Experience certificate from previous employers indicating the following:<ul style="list-style-type: none">• Period of employment• Technology areas you have worked on• Certificates for any training provided by your previous employers in various technologies• Release letter and experience letter from current and all previous employers indicating date of release7. PAN card8. Medical certificate of fitness9. Work permit or any other documentation required to take up permanent employment with TCSL10. Two passport size photographs11. Aadhar Card

Please mention your EP Reference number on all the documents and also carry originals of the joining documents for verification. Please take a prior appointment with the Regional Point of contacts mentioned in Annexure - 3.





Annexure 3 Regional Offices

TCS Careers Serviceline: 1800 209 3111 (Monday to Friday: 8:00 AM to 8:00 PM) Email: careers@tcs.com		
Ahmedabad TATA Consultancy Services Limited GARIMA PARK, IT/ITES SEZ, PLOT # 41, Gandhinagar – 382007 Tel: 079 - 61705709	Bangalore Tata Consultancy Services Limited Brigade Bhuwalka Icon ITPL Road Whitefield, Bangalore Karnataka - 560066 Tel: 080 61396172	Bhubaneshwar TATA Consultancy Services Limited IT/ITES Special Economic Zone, Plot 35, Chandaka Industrial Estate, Patia, Chandrasekharpur, Bhubaneshwar 751 024 Tel: 033-66537137
SPOC: Fiza Amin Saiyed	SPOC: Shijimol SV	SPOC: Dipika Sarkar
Joining: fizaamin.saiyed@tcs.com	Joining: shijimol.sv@tcs.com	Joining: sarkar.dipika@tcs.com
BGC: raghuraman.senguthar@tcs.com	BGC: gobika.v@tcs.com	BGC: debarun.1@tcs.com
Chennai TATA Consultancy Services Limited A1 Module, 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tel: 044-66162209	Delhi TATA Consultancy Services Limited 5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 Tel: 011-66506283	Hyderabad TATA Consultancy Services Limited Deccan Park No.1, Software Units Layout, Madhapur, Hyderabad 500 081 Tel: 040-66673510
SPOC: Dominica Lourdu	SPOC: Geetika Bhutani	SPOC: Naushad Alam
Joining: dominica.lourdu@tcs.com	Joining: bhutani.geetika@tcs.com	Joining: n.alam@tcs.com
BGC: BALAKRISHNAN.N@tcs.com	BGC: gobika.v@tcs.com	BGC: kumanan.m@tcs.com
Kochi TATA Consultancy Services Limited TCS Centre SEZ Unit, Infopark PO, Kochi - 682042, Kerala Tel: 0484-6187117	Kolkata TATA Consultancy Services Limited ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town Calcutta - 700156, West Bengal Tel: 033-66537137	Lucknow TATA Consultancy Services Limited TCS Awadh Park, Vibhuti Khand, Gomti Nagar Lucknow 226 010 Tel: 0522-6661135
SPOC: Varun V	SPOC: Dipika Sarkar	SPOC: Geetika Bhutani
Joining: v.varun5@tcs.com	Joining: sarkar.dipika@tcs.com	Joining: bhutani.geetika@tcs.com
BGC: gobika.v@tcs.com	BGC: debarun.1@tcs.com	BGC: gobika.v@tcs.com
Mumbai TATA Consultancy Services Limited Atithi Building, Yantra Park, Pokhran Road No. 2, Subhash Nagar, Thane West 400601 Tel: 022-67782616	Pune TATA Consultancy Services Limited Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune 411 057 Tel: 020-67943058	Thiruvananthapuram TATA Consultancy Services Limited Peepeu Park, Technopark Campus, Kariyavattom P.O. Thiruvananthapuram 695 581 Tel: 0471-6624569
SPOC: Shreyas Khopkar	SPOC: Sugandhi Koul	SPOC: Varun V
Joining: shreyas.khopkar@tcs.com	Joining: Sugandhi.koul@tcs.com	Joining: v.varun5@tcs.com
BGC: raghuraman.senguthar@tcs.com	BGC: mulani.yusuf@tcs.com	BGC: gobika.v@tcs.com

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 Registered Office Nirmal Building 9th Floor Nariman Point Mumbai – 400021.



Confidentiality, Data and Intellectual Property Protection

1. Confidential Information

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

- a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS) .
- c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- d) Customer and prospective customer lists, and
- e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly any 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 TCS. 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

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

4. Prior knowledge

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

5. Use of Third-Party material

Associate expressly agrees that Associate shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS;

- a) Use any Third-Party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.
- b) Participate in any activity for creation (including conception, design, development, testing, implementation, support or marketing) of any Intellectual Property for or on behalf of TCS or its affiliates if Associate has been exposed, directly or indirectly, to any Third Party IP which is in the same subject area (such as research area, technology or application area) as, or which is same or similar to, the Intellectual





Property or any portion thereof, to be so created, unless;

- i. Associate has expressly declared to TCS in a prescribed form whether such exposure was owing to publically available information or under and subject to any agreement; AND
 - ii. TCS has expressly confirmed to the Associate that TCS has proper authorization or license or approval of the respective owner of such Third-Party IP to use the same in Intellectual Property or portion thereof to be created and authorized in writing Associate's participation in such activity.
- c) Knowingly access, make reference to or use any Third Party IP (except as permitted under Section 5(a), directly or indirectly, during the period of association with the creation (conception, design, development, testing, implementation, support or marketing) of TCS Intellectual Property or portion thereof, which is in the same subject area of TCS Intellectual Property or which is same or similar to such TCS Intellectual Property or portion thereof being created. In case, Associate access or is exposed to any such Third-Party IP during such association, Associate shall promptly bring it to the notice of TCS IP asset owner or TCS project manager in writing and immediately cease to participate in any such activity.

6. Security policies and Guidelines.

- 6.1 Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Information Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.
- 6.2 Associate acknowledge and agree that in the course of, and as a result of his/her engagement with TCS, Associate will have access to, obtain or come across personal data or information of other TCS Associates or Clients, including without limitation, sensitive personal data or information (collectively "Personal Data and Information") within the meaning of the applicable Indian Law and Rules or any other applicable Law, directive or regulation anywhere in the world. In respect of any such Personal Data and Information accessed, obtained, acquired or processed by Associate for and on behalf of TCS, its affiliates or Clients, Associate undertake that he/she will:
- a) Process the Personal Data and Information only on behalf of TCS, its Affiliates or Clients, as the case may be, and only on and in accordance with instructions received from the data controller from time to time;
 - b) Abide by such technical and organizational measures necessary to prevent the accidental or unlawful destruction or accidental loss, alteration, un-authorized disclosure or access to the Personal Data and Information;
 - c) Promptly (and in any event within 24 hours of awareness) bring to notice of TCS or its Affiliates, as the case may be, of any actual or suspected incident of unauthorized or accidental disclosure of, or access to, the Personal Data and Information or other breach of this section (a "Security Breach");
 - d) Promptly provide TCS with all information in Associate's notice, possession or control concerning any Security Breach and not make any public announcement regarding a Security Breach without TCS' prior written consent;
 - e) Not do, or omit to do, anything, which would cause TCS or any of its employees, officers or agents to be in breach of its obligations under any privacy or data

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- protection policy, regulation or legislation;
- f) Upon expiry or termination of Associate's engagement with TCS, return all copies of the Personal Data and Information to TCS in Associate's possession or control; and
 - g) Promptly bring to TCS' notice of any request received from a data subject to have access to his/her Personal Data and Information or of any other communication relating to the access, use or processing of any Personal Data and Information (including any notice from the regulatory body) and fully co-operate and assist TCS in relation to any such request or communication.
- 6.3 Associate expressly consent that TCS and/or its affiliates may collect, use, transfer, retain or otherwise process Associate's Personal Data and Information in connection with his/her engagement with TCS, in accordance with the then / current TCS policies and procedures and applicable privacy and data protection legislation. TCS may use Third-Party services or sub-contractors to collect or otherwise process Associate's Personal Data and Information for which TCS shall remain responsible for such Third-Party services provider or sub-contractor's compliance with TCS' obligations hereunder.

7. Working in SBWS™ Framework:

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

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

- a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.
- b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.
- c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.
- d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.
- e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.
- f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access





the customer network if so, mandated by the Customer).

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

8. Restriction on Associate's Rights

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

9. No License

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

10. Equitable Rights

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

11. General

- a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.
- b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party, 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, 1996 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.

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- c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.
- d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.
- e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of employment of the Associate with TCS and shall continue thereafter in perpetuity.

Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



Private and Confidential
TCSL/2067098

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Nyati Tiara S No 103/A-1/129 CTS 1895 Nagar Road Yerwada Pune 411 006 India
Tel 91 20 6608 7777 Fax 91 20 6608 7799 Website www.tcs.com
Registered Office Nimnal Building 9th Floor Nariman Point Mumbai - 400021.



Fujitsu Consulting India Private Limited

Chakan Road, M.I.D.C Technology IT Park, PUNE

MAHARASHTRA - 411062

Phone No: 020-2769001 / 8879483487

Email: annasaheb.auti@fujitsu.com

Date: 01-Mar-2022

File No:

CALL LETTER TO ATTEND INTERVIEW

To,

Nikita Sunil Bhamare

Indira Nagar

302,Pranav Sahniwas Soc.

Nashik

NASHIK, MAHARASHTRA - 422009

Sub: Selection of Apprentices under the Apprentices Act 1961 – Regarding.

With reference to his/her application Sri/Smt/ Kum NIKITA SUNIL BHAMARE

is directed to appear for an interview at the venue and date mentioned below.

Date & Time

20/01/2022, 01:00 PM

Stipend Amount:

Rs. 20800.00 /-

TrainingType


NA

Venue

Pune, Bangalore, Chennai, Noida & Hyderabad

PLEASE NOTE:

1. Candidates are requested to bring all their original certificates – Degree / Diploma / +2 Certificates, Mark sheet, Transfer Certificates and Community (in the case of SC/ST/OBC /PH candidates only) along with one set of attested photo copies of the certificates for their interview. Only candidates producing all their certificates will be allowed to attend the interview.
2. If he/she does not appear for the interview it will be construed that he/she is not interested to undergo training under the scheme and accordingly his/her candidature will be removed from the rolls.
3. Candidate should not (a) have undergone training under the Act previously or (b) had work experience of 1 yr or more.
4. Candidate already undergoing Apprenticeship Training need not attend this interview.
5. The duration of training is one year and there is absolutely no obligation on the part of training establishment or the Government to offer any employment to the candidate after the training.
6. A minimum stipend of Rs.4,984/-p.m. for Graduate Apprentices, Rs.3,542/-p.m. for Technician Apprentices and Rs.2,758/- p.m. for Technician (Vocational) Apprentices will be paid by the training establishment .
7. No Traveling Allowance / Dearness Allowance will be paid for attending the Interview.
8. Stipend as stipulated by the Apprentices Act shall be paid by the employer to the apprentice, before 10th of succeeding month, without fail.


Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



Annasaheb Auti
TRAINING OFFICER

Student ID: WMHG013200402610

Note: This is a computer generated document. No signature is required.

Page 1 of 1

Printed on: 01-Mar-2022 09:32:40



Offer: Computer Consultancy
Ref: TCSL/DT20207175926/Delhi
Date: 28/01/2022

Ms. Prajakta Vilas Raundal
At Bendi, Post Niwane, Tal Kaiwan, Dist Nashik Vasaka Road,
Kids Learning School,
Nashik-423501,
Maharashtra.
Tel# -

Dear Prajakta Vilas Raundal,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.


Prof.(Dr.) Sahebrao B. Bagal
Principal

TCS Confidential
TCSL/DT20207175926

Late G. N. Sakkal College of Engineering,
Anjaneri, Nashik-422 212.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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





TATA TECHNOLOGIES

Private & Confidential

May 19, 2023
Mr/Ms. Rakesh Rokade,
Pathrdi Fata
Nashik, 422010

Re: Letter of Appointment

Dear Mr/Ms. Rakesh Rokade,

Congratulations! We are delighted to offer you employment with Tata Technologies as a IT Engineer with Annual Total Cost to Company of INR 5,71,486 (Rupees Five Lakhs Seventy One Thousand Four Hundred and Eighty Six Only). Our aim is to provide you with a challenging and fulfilling experience to deliver your full potential and achieve your personal goals.

Please join us on May 26, 2023 @ 0800 Hrs and report to:

Onboarding Team or Shweta Sawant

25, Rajiv Gandhi IT Park Hinjewadi Phase - 1 Pune - 411057

Please go through the following enclosed documents comprehensively.

- | | |
|--------------------------------------|--------------|
| 1 Terms and Conditions of Employment | - Annexure A |
| 2 Compensation Break-up | - Annexure B |
| 3 Summary of Benefits | - Annexure C |

Please read all these documents carefully and follow the instructions meticulously. In case you require any clarifications, please contact -

Onboarding Team - Tatatechnologies.Onboarding@tatatechnologies.com

For any queries related to your offer / onboarding process please write to Shweta Sawant on shweta.sawant@tatatechnologies.com

Welcome to Tata Technologies. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

With Warm Regards,

Rambabu Srinivas

Sr. VP and Global - TA and RMG



TATA TECHNOLOGIES

Tata Technologies Limited

Registered Office 25 Rajiv Gandhi Infotech Park Hinjewadi Pune 411057 India
Tel +91 20 6652 9090 Fax +91 20 6652 9035 web www.tatatechnologies.com



TATA TECHNOLOGIES

Annexure A

Terms and Conditions of Employment

FOR:

Mr/Ms. Rakesh Rokade

Pathrdi Fata
Nashik, 422010

In pursuance to our discussions with you on offering you a position with Tata Technologies, we are pleased to present you our appointment letter based on the following terms and conditions.

1. Designation & Work location

You will be designated as "IT Engineer" based at PIMPRI. Please note however, that the company reserves right to later transfer its employees to any other department or location, based on organizational needs.

However please note that the company reserves the right to transfer its employees to any unit(s)/ department(s) or office(s) of the company or of its Affiliates and /or the office of the Company's Customer ("Work Location"), other than the one an employee was initially hired to work for.

2. Remuneration

Your Annual Total Cost to Company shall be INR 5,71,486 (Rupees Five Lakhs Seventy One Thousand Four Hundred and Eighty Six Only). Thereafter, the company norms and practices will apply. The break-up of your remuneration is attached as Annexure "B".

You will be paid your remuneration 1st day of subsequent month through a bank transfer broken into twelve equal installments or proportionately for a lesser period based on your attendance accruing to you. In case of adverse market conditions, depending upon its impact on Company performance, the company reserves its rights to modify, reduce and alter your compensation & benefit structure consistent with its overall policy by giving you advance notice of one month.

3. Unauthorized Absence & Alternate Engagement:

Absence for a continuous period of three days without intimation is construed as "Unauthorized Absence". This is considered as an act of serious misconduct. You shall devote full time to the work of the Company and shall not undertake any direct/indirect business or any other assignment whether honorary or remunerative or accept any reward except with prior written permission of the Company.

Any violation of the above invokes disciplinary action and may lead to termination of employment.

4. Income Tax

All payments received by you from the Company are subject to Income tax deducted at source as per the Income tax rules applicable from time to time. However, the onus to satisfy your Assessing Officer regarding your tax liability shall exclusively lie with you.

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5. Benefits

In addition to the above, you will be entitled for various benefits & perquisites enumerated in detail in Annexure C. All retirement benefits like gratuity, provident fund and medical benefits shall form part of your total compensation.

6. Superannuation

You shall retire from the services of the Company on attainment of sixty years of age.

7. PTO / Holidays

You shall be governed by the provisions of Paid Time Off (PTO) policy.

8. Code of Conduct

With the acceptance of this letter, you will undertake to abide by the guidelines of the Tata Code of Conduct (TCOC) and will be required to demonstrate appropriate behavior towards its adherence and cherish the values propagated by the Company.

9. Background Check

The Company reserves its right to engage a professional agency to verify information provided by you in your application or thereafter. If a background check raises doubts on any of the details furnished by you, and the Company feels the need to further validate such facts, the Company may ask you for any further information and documents as it deems necessary, to substantiate information you have provided earlier.

If the background checks fail to confirm authenticity of any of the above mentioned information, the Company reserves the right to withdraw this employment offer or terminate your services immediately and recover/withhold any sums paid/due to you that was rightly not payable, had the absence of authenticity been known prior to your joining the services of the Company.

10. Data Protection and Privacy

You shall not divulge to anyone, whether a direct competitor or otherwise, by word of mouth or otherwise any particulars or details of our security source code, security arrangements and administrative and / or organizational matters whether confidential, secret or otherwise, which you may acquire during the course of your employment with the Company. You shall also use your best endeavor to prevent the disclosure, communication and publication of any confidential information.

On joining, you will be required to sign the 'Confidential Non-Disclosure Agreement' which shall form part of the appointment letter and terms incorporated herein by reference. The Company reserves the right to initiate legal action against you in case of breach of the Individual Confidential Non-Disclosure Agreement.

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TATA TECHNOLOGIES

You further give your explicit consent that Tata Technologies may transfer any of your personal data to any other company within the Tata Technologies Group of Companies globally, in connection with the conduct of business.

You also give your explicit consent to Tata Technologies disclosing your personal data limited to that required for the purposes of performing your job for clients, potential clients, suppliers, and other third parties that you may have reason to be in contact with in pursuance of your job. It is essential that your personal records are accurate and kept up to date. It is your responsibility to notify the HR department and update the information in Personal Information Tab in Employee Self Service Portal.

11. Conflict of Interest

In the event of your decision to sever the relationship with the Company, you shall ensure that your new assignment does not conflict directly or indirectly with the interest of the Company and/or customers with whom you were engaged during the employment with the Company.

12. Medical Fitness

Your appointment and continuance of your employment with the Company is subject to you being physically fit to carry out the jobs assigned by the Company. We presume that the validity of answers you gave in our "Candidate Self Declaration" under Application Form still prevails. If this presumption is incorrect, on account of any medical condition that developed subsequently, you are obligated to declare this before joining. You undertake to inform your Reporting Manager & HR Manager immediately if any serious medical conditions arise whilst in service.

Any concealment of correct & up-to-date information will be treated as a breach of trust and invoke disciplinary action and possible dismissal from services.

13. Separation

Your appointment is subject to termination with three months' notice by you or by the Company. You should be fully available for company work during the notice period. Absence of notice period of three months or part thereof, invokes a payment of three months' basic salary or part thereof by you to the Company or by the Company to you, as the case may be, in lieu of the notice period. However, accepting a notice period less than three months is entirely at the Company's discretion. The Company is not under any compulsion to accept an employee's offer to surrender the basic salary in lieu of notice period or part thereof. Not with standing what has been mentioned above, the Company may also terminate your appointment with immediate effect and without notice period, if you are found guilty of serious misconduct.

14. General

This appointment letter shall supersede all other terms and conditions, agreements, service conditions, practices, usages & customs in the past whether expressed or implied.

If the terms and conditions are acceptable to you, we ask you to kindly accept the copy of this appointment letter within 3 days to the Company. In case we do not receive a formal acceptance within

TATA TECHNOLOGIES

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Registered Office 25 Rajiv Gandhi Infotech Park Hinjewadi Pune 411057 India
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TATA TECHNOLOGIES

above mentioned period, this appointment letter will be treated as cancelled unless your joining date is extended in writing by the Company.

This offer is subject to clearing the background verification process and submission of pre-employment documentation as requested by Tata Technologies Ltd. within 7 days of issuance of the offer. In case of any non-compliance in submission of documents and discrepancy found as a result of Background Verification, the company retains the right to revoke the offer issued.

You will be governed by existing and newly introduced policies as amended from time to time.

By joining the company, it is presumed that you have accepted all terms and conditions of this appointment letter.

While welcoming you in the family of Tata Technologies, we hope you would excel in your endeavors and add value to yourself and the Company.

Welcome onboard.

Yours faithfully,

Vibhanshu Agnihotri

Global Head-Performance and Rewards

"I have read the appointment letter and accept the terms and conditions set out and shall abide by the same. I will join the Organization effective: **May 26, 2023**.

I further agree that by accepting this offer in person or digitally over email, I have carefully considered and obtained appropriate counsel, wherever necessary on the nature and extent of the restrictions, rights and remedies conferred upon the Company under this appointment letter and hereby acknowledge and agree that the covenants contained in this agreement are supported by good and valuable consideration, are reasonable in time and are reasonably necessary to protect the legitimate business interests of the Company.

Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



TATA TECHNOLOGIES

Tata Technologies Limited

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Tel +91 20 6652 9090 Fax +91 20 6652 9035 web www.tatatechnologies.com

24 February 2023

Saiyamee Salve
saiyamees12@gmail.com
7796288694

Sub: "Letter of Internship"

Dear Saiyamee Salve,

Congratulations! We are pleased to engage you as Data Science Trainee at TuringMinds, a division of INSOFE Education Private Limited ("Company") basis this letter, on the following terms and conditions (the "Agreement"):

This Agreement entails the general terms and conditions of the internship_offer including compensation, general internship_benefit, and professional requirements.

Please review the summary of terms and conditions for your anticipated internship with the Company.

1. Your date of joining as a Data Scientist Intern shall be **28 February 2023**
2. Your orientation to the internship will be on **28 February 2023**
3. Until the time you complete your Under-Graduate Programme based on the conditions mentioned in this offer letter, you will be designated as an Intern.
4. You must report at TuringMinds Office situated at Nishuvi, Ground Floor, 75, Dr Annie Besant Rd, Worli, Mumbai, Maharashtra 400018 on the date of joining.
5. Your training and project work for a duration of 12 months post completion of your graduation will be at Nishuvi, Ground Floor, 75, Dr Annie Besant Rd, Worli, Mumbai, Maharashtra 400018.
6. During this period, as a Data Scientist Trainee you will be paid a stipend of INR 15,000 per month subject to conditions stipulated in Annexure - B. All payments made under this Agreement shall be subject to reduction to reflect taxes or other charges required to be withheld by law.
7. The stipend payable will start once the process of enrolment to the Masters Programme is complete.
8. This offer is conditional upon your satisfactory performance and successful completion of your under graduate coursework. Your offer is based on your outstanding academic record until now. The commencement of this engagement is subject to completion of your graduation on or before 01-Aug-2023, failing which this offer shall stand cancelled.
9. Your confirmation to the internship will be based on your performance as explained in the Annexure- A and Annexure – B. Subject to fulfillment of criteria specified in Annexure – A and Annexure- B, you will be promoted to the designation of Associate Data Scientist.
10. During the term of your internship, you agree to abide by the Company's Code of Conduct, rules, regulations, organization values and cultures.
11. Company shall be entitled to terminate this Agreement in accordance with the performance and behavioral criteria set out in Annexure- A and Annexure - B and in event of violations of the Company's code of conduct as per the Company policies.



ANNEXURE – B

The reporting date mentioned may be subject to change. Accordingly, You are expected to reach out to the human resources team of Company at least 15 (fifteen) days before completion of your final examinations to finalize a reporting date.

- Performance rating will be based on assessments, participation in projects and behavior. You will be given a thorough assessment every quarter.
- You will be entitled to 2 leaves in a month however these leaves cannot be availed during the days when the training sessions are scheduled.
- In event of failure to secure more than 60% or a B - Grade on performance assessment after 12 months, you shall be subject to further training for a period of 6 months. During such an extended training period, you shall not be entitled to any Compensation from the Company.
- In case of failure to secure more than 60% after undergoing an extended training period of 6 months as mentioned above, Company shall be entitled to terminate your internship without any further intimation and any obligation to pay.
- In the event of termination of this Agreement, you shall be entitled to continue the Program with the University but your internship with the Company will be terminated.
- It shall be always your responsibility to repay the loan to bank/financial institutions including in the event you drop out of the Program, discontinue internship, or are terminated based on any policy violation or performance criteria.
- The Company shall not have any financial liability to you or any bank / financial institution in any case whatsoever.
- After completion of 12 months from your date of reporting, revised Compensation structure shall be shared with you, if and when applicable.



V. Completion of Program

- a) You have the right to complete the program at one go or complete the 2nd year of the masters later. In such cases where a deferment is sought, You can complete the second year of masters in 36 months from the date of completion of Year 1 however the enrolment to the Year 2 should be done no later than 12 months from the completion of Year 1.
- b) The assessment by the University to complete the Program shall be in addition to assessment and training by Company during the Training Period.
- c) You will be entitled to a Master's degree from the University on completion of the Program.

TuringMinds. Ai



ANNEXURE -A
TERMS AND CONDITIONS OF INTERNSHIP

I. Performance Criteria

- a) You will be evaluated during your term with Company on different assessments and shall be accordingly provided with ratings depending upon your performance. We consider your conduct, performance in the training, participation etc. for evaluation. We will provide you quarterly feedback of the same.

II. Training during 12 months commencing from reporting date.

- a) You shall undergo several assessments and training as mandated by the Company to evaluate your performance during the Training Period. You shall be rated based on your performance in different training and assessment tests.
- b) You are expected to reach out to the human resources team of Company at least 15 (fifteen) days before completion of your final examinations to finalize a reporting date.

III. Nomination to the Program

- a) As a part of this internship and based on your performance in the assessment process (as specified in clause I above) during Training Period and your interest in the location of posting, Company will nominate you to the programs ("Program") mentioned below:

Location	University	Program
India / USA	Golden Gate University, San Francisco, CA	MS in Full Stack Artificial Intelligence and Machine Learning
India	Case Western Reserve University Cleveland, OH	Post Graduate Certification Program in Full-Stack AI and ML engineering

IV. Nomination Process for the Program

- a) The Company shall help you secure an admission with the above mentioned Programs and once the admission is confirmed, the Company at its sole discretion may help you secure an education loan from one of our partner financial institutions. Should you choose to avail an education loan, the terms and conditions including user agreements of the chosen partner financial institution will also be directly applicable to you and those agreements or terms shall remain outside the Company's purview. You shall be solely responsible for repayments of the education loan and in no event shall the Company be liable in any manner whatsoever for any repayments relating to the said loan.
- b) Unless specified otherwise, you shall pay the fee directly to the University.
- c) Complete details of the Program along with all the curriculum, duration, terms, and conditions shall be shared with you separately prior to the commencement of the Program.



12. Either you or the Company will be entitled to terminate this Agreement, without cause by serving a 2 months' notice period to the other party.
13. If the information you provided is incorrect or you resort to any unethical/objectionable behavior, the Company reserves the right to terminate the internship without any notice and liability on the Company.
14. You will not receive any financial support (Compensation/reimbursement of academic training) from the Company upon relieving you from your services.
15. The terms of this Agreement shall be governed in accordance with the law of India, and the competent courts in Hyderabad, Telangana shall have exclusive jurisdiction.
16. The Company will collect and process personal information, as defined under applicable data protection laws, as may be submitted by you from time to time for the purpose of its internship.
17. You acknowledge that you have had the opportunity to consult legal counsel and financial advisors, you have read and fully understand this letter and are signing this Agreement voluntarily and of your own free will, to obtain the benefits of this Agreement.

We are all delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us as per the timeline mentioned below.

Offer Acceptance	27 February 2023
Onboarding documentation	28 February 2023

This offer will stand revoked if the above timelines are not being met and your candidature will be treated as a fresh application for recruitment if you would like to join us in the future.

For TuringMinds.ai
(A Division of upGrad INSOFE)

ACCEPTED AND AGREED:



Himanshi Sah
Sr. Manager - Human Resources

Saiyamee Salve



Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



24 February 2023

Tejas Attarde
tejas.nx8@gmail.com
7756967589

Sub: "Letter of Internship"

Dear Tejas Attarde,

Congratulations! We are pleased to engage you as Data Science Trainee at TuringMinds, a division of INSOFE Education Private Limited ("Company") basis this letter, on the following terms and conditions (the "Agreement"):

This Agreement entails the general terms and conditions of the internship_offer including compensation, general internship_benefit, and professional requirements.

Please review the summary of terms and conditions for your anticipated internship with the Company.

1. Your date of joining as a Data Scientist Intern shall be **28 February 2023**
2. Your orientation to the internship will be on **28 February 2023**
3. Until the time you complete your Under-Graduate Programme based on the conditions mentioned in this offer letter, you will be designated as an Intern.
4. You must report at TuringMinds Office situated at Nishuvi, Ground Floor, 75, Dr Annie Besant Rd, Worli, Mumbai, Maharashtra 400018 on the date of joining.
5. Your training and project work for a duration of 12 months post completion of your graduation will be at Nishuvi, Ground Floor, 75, Dr Annie Besant Rd, Worli, Mumbai, Maharashtra 400018.
6. During this period, as a Data Scientist Trainee you will be paid a stipend of INR 15,000 per month subject to conditions stipulated in Annexure - B. All payments made under this Agreement shall be subject to reduction to reflect taxes or other charges required to be withheld by law.
7. The stipend payable will start once the process of enrolment to the Masters Programme is complete.
8. This offer is conditional upon your satisfactory performance and successful completion of your under graduate coursework. Your offer is based on your outstanding academic record until now. The commencement of this engagement is subject to completion of your graduation on or before 01-Aug-2023, failing which this offer shall stand cancelled.
9. Your confirmation to the internship will be based on your performance as explained in the Annexure- A and Annexure – B. Subject to fulfillment of criteria specified in Annexure – A and Annexure- B, you will be promoted to the designation of Associate Data Scientist.
10. During the term of your internship, you agree to abide by the Company's Code of Conduct, rules, regulations, organization values and cultures.
11. Company shall be entitled to terminate this Agreement in accordance with the performance and behavioral criteria set out in Annexure- A and Annexure - B and in event of violations of the Company's code of conduct as per the Company policies.



12. Either you or the Company will be entitled to terminate this Agreement, without cause by serving a 2 months' notice period to the other party.
13. If the information you provided is incorrect or you resort to any unethical/objectionable behavior, the Company reserves the right to terminate the internship without any notice and liability on the Company.
14. You will not receive any financial support (Compensation/reimbursement of academic training) from the Company upon relieving you from your services.
15. The terms of this Agreement shall be governed in accordance with the law of India, and the competent courts in Hyderabad, Telangana shall have exclusive jurisdiction.
16. The Company will collect and process personal information, as defined under applicable data protection laws, as may be submitted by you from time to time for the purpose of its internship.
17. You acknowledge that you have had the opportunity to consult legal counsel and financial advisors, you have read and fully understand this letter and are signing this Agreement voluntarily and of your own free will, to obtain the benefits of this Agreement.

We are all delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us as per the timeline mentioned below.

Offer Acceptance	27 February 2023
Onboarding documentation	28 February 2023

This offer will stand revoked if the above timelines are not being met and your candidature will be treated as a fresh application for recruitment if you would like to join us in the future.

For TuringMinds.ai
(A Division of upGrad INSOFE)

ACCEPTED AND AGREED:



Himanshi Sah

Sr. Manager - Human Resources

Shivam Tambatkar



ANNEXURE – B

The reporting date mentioned may be subject to change. Accordingly, You are expected to reach out to the human resources team of Company at least 15 (fifteen) days before completion of your final examinations to finalize a reporting date.

- Performance rating will be based on assessments, participation in projects and behavior. You will be given a thorough assessment every quarter.
- You will be entitled to 2 leaves in a month however these leaves cannot be availed during the days when the training sessions are scheduled.
- In event of failure to secure more than 60% or a B - Grade on performance assessment after 12 months, you shall be subject to further training for a period of 6 months. During such an extended training period, you shall not be entitled to any Compensation from the Company.
- In case of failure to secure more than 60% after undergoing an extended training period of 6 months as mentioned above, Company shall be entitled to terminate your internship without any further intimation and any obligation to pay.
- In the event of termination of this Agreement, you shall be entitled to continue the Program with the University but your internship with the Company will be terminated.
- It shall be always your responsibility to repay the loan to bank/financial institutions including in the event you drop out of the Program, discontinue internship, or are terminated based on any policy violation or performance criteria.
- The Company shall not have any financial liability to you or any bank / financial institution in any case whatsoever.
- After completion of 12 months from your date of reporting, revised Compensation structure shall be shared with you, if and when applicable.



V. Completion of Program

- a) You have the right to complete the program at one go or complete the 2nd year of the masters later. In such cases where a deferment is sought, You can complete the second year of masters in 36 months from the date of completion of Year 1 however the enrolment to the Year 2 should be done no later than 12 months from the completion of Year 1.
- b) The assessment by the University to complete the Program shall be in addition to assessment and training by Company during the Training Period.
- c) You will be entitled to a Master's degree from the University on completion of the Program.

TuringMinds 



ANNEXURE -A
TERMS AND CONDITIONS OF INTERNSHIP

I. Performance Criteria

- a) You will be evaluated during your term with Company on different assessments and shall be accordingly provided with ratings depending upon your performance. We consider your conduct, performance in the training, participation etc. for evaluation. We will provide you quarterly feedback of the same.

II. Training during 12 months commencing from reporting date.

- a) You shall undergo several assessments and training as mandated by the Company to evaluate your performance during the Training Period. You shall be rated based on your performance in different training and assessment tests.
- b) You are expected to reach out to the human resources team of Company at least 15 (fifteen) days before completion of your final examinations to finalize a reporting date.

III. Nomination to the Program

- a) As a part of this internship and based on your performance in the assessment process (as specified in clause I above) during Training Period and your interest in the location of posting, Company will nominate you to the programs ("Program") mentioned below:

Location	University	Program
India / USA	Golden Gate University, San Francisco, CA	MS in Full Stack Artificial Intelligence and Machine Learning
India	Case Western Reserve University Cleveland, OH	Post Graduate Certification Program in Full-Stack AI and ML engineering

IV. Nomination Process for the Program

- a) The Company shall help you secure an admission with the above mentioned Programs and once the admission is confirmed, the Company at its sole discretion may help you secure an education loan from one of our partner financial institutions. Should you choose to avail an education loan, the terms and conditions including user agreements of the chosen partner financial institution will also be directly applicable to you and those agreements or terms shall remain outside the Company's purview. You shall be solely responsible for repayments of the education loan and in no event shall the Company be liable in any manner whatsoever for any repayments relating to the said loan.
- b) Unless specified otherwise, you shall pay the fee directly to the University.
- c) Complete details of the Program along with all the curriculum, duration, terms, and conditions shall be shared with you separately prior to the commencement of the Program.



12. Either you or the Company will be entitled to terminate this Agreement, without cause by serving a 2 months' notice period to the other party.
13. If the information you provided is incorrect or you resort to any unethical/objectionable behavior, the Company reserves the right to terminate the internship without any notice and liability on the Company.
14. You will not receive any financial support (Compensation/reimbursement of academic training) from the Company upon relieving you from your services.
15. The terms of this Agreement shall be governed in accordance with the law of India, and the competent courts in Hyderabad, Telangana shall have exclusive jurisdiction.
16. The Company will collect and process personal information, as defined under applicable data protection laws, as may be submitted by you from time to time for the purpose of its internship.
17. You acknowledge that you have had the opportunity to consult legal counsel and financial advisors, you have read and fully understand this letter and are signing this Agreement voluntarily and of your own free will, to obtain the benefits of this Agreement.

We are all delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us as per the timeline mentioned below.

Offer Acceptance	27 February 2023
Onboarding documentation	28 February 2023

This offer will stand revoked if the above timelines are not being met and your candidature will be treated as a fresh application for recruitment if you would like to join us in the future.

For TuringMinds.ai
(A Division of upGrad INSOFE)

ACCEPTED AND AGREED:


Himanshi Sah

Sr. Manager - Human Resources

Tejas Attarde


Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



Letter of Intent

November 24, 2022
Vinay Patil
Late GN Sapkal College of Engineering, Nashik

Dear Vinay Patil,

We are pleased to inform you that you have been provisionally short-listed for employment as "**Software Engineer Trainee**".

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexaversity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**



Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710. Tel.: +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com



Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213



Date: 12-APRIL-2023
Ms. PRIYANKA RASAL

OFFER LETTER

Dear PRIYANKA,

Consequent to your interview with MANASVI TECH SOLUTION PVT LTD, we are pleased to offer you a position of **Jr. Developer trainee – IT Platform** with MANASVI TECH SOLUTION PVT LTD You have to confirm your date of joining within one week of receiving this offer letter.

Other terms of your offer are as follows:

- Your CTC (Fixed Gross Salary) will be **Rs 3,00,000/-** (Rs THREE LAKH Only) per annum or Fixed Gross Salary will be **Rs 25,000/-** (Rs Twenty Five Thousand Only) per month.
- This salary package is start after completing 6 month training period of office. For six month we will Provide 5K stipend. After completing training period we will start salary package depends on your performance. If your performance is degrade then we can deduct amount in stipend as well as CTC.
- Please refer to the details of the salary break up in Annexure A.

Your employment with our organization will be governed by the current and future policies, rules and guidelines of MANASVI TECH SOLUTION PVT LTD.

You will be eligible for Paid Leaves of 12 days for Casual Leaves which is Per year & also additional Holiday List of the year will be shared with you at the time of joining. According to Government Rules We deduct

200 Rs/- per month for 11 consecutive months, and for the last month according to rules, we deduct 300 Rs/- as a professional tax.

The offer letter is an intent of making an employment proposition and will be deemed concluded only on acceptance of appointment letter that will be given at the time of joining as well as on submission of all documents mentioned in Annexure B.

Please note that your employment is contingent upon submission of all the relevant documents mentioned in Annexure B.

The terms and conditions of your employment with MANASVI TECH SOLUTION PVT LTD are as stated in this offer of employment letter supersede any prior representations made either verbally or in writing during any meetings or interviews with any MANASVI TECH SOLUTION PVT LTD. directors, recruiter or any other MANASVI TECH SOLUTION PVT LTD. representative. Additionally, you're signing this offer of employment letter represents your understanding, agreement and acceptance to these terms and conditions as stated in this offer letter.

Priyanka, we welcome your decision of joining MANASVI TECH SOLUTION PVT LTD, and I am sure that we will enjoy a mutually rewarding association.

Best Regards,
Mrs. Janhvi Aher
HR



Main Office Address:- Flat No 05, Om Shiv Arti Appt, Nandanwan Colony, Aute Mala, Jai Bhawani Road,
Nashik Road, Nashik, Maharashtra - 422101

8, Shriram Nilkatan, Above Sadhana Missal, Near Sony paithani, Opp. to Kulkarni Garden, Sharanpur Road, Nashik.



www.privansports.com

support@privansports.com

Address: Privan Sports analyzer Pvt Ltd,
Jay plaza building, Back side of Domino's,
Swami Vivekanand Nagar, Rane Nagar,
Nashik, Maharashtra 422009
Phone No :0253 299 3102

Mr. Aakash Dnyaneshwar Govardhane

Date: 01/08/2023

JOINING LETTER

Dear Aakash,

We are pleased to appoint you as a **SPORTS DATA ANALYST** at **Privan Sports Analyzer Pvt. Ltd.** We are excited about the skills and expertise you bring to our organization and believe that you will make a significant contribution to our continued success. The terms and conditions are as follows:

1. Commencement of Service

Your Service will be effective, as of **2nd August, 2023**

2. Probation Period

You shall serve a period of **3 months** on probation. If your performance is not to the expectation of Management, your probationary period can be extended or service can be terminated if deemed necessary.

3. Job title

- Your job title will be **Sports Data Analyst**.
- job title specifically covers the analysis of Sports data.

4. Professional Fees

- Your Professional Fees and other benefits will be as set out in Schedule 1, hereto.
- The first-month professional fees will be credited in 45 Days. rest will be credited till the 7th day of next month

17 Aug 2022

Dear Durgesh Mahendra Patil

We were all very excited to meet and get to know you over the past few days. We are impressed with your background and would like to formally offer you the position of Trainee Software Engineer

Your background aligns well with the needs of the organization, and we believe you're an excellent fit for the role.

You will be on a training period starting from 2nd January 2023 till 30th June 2023. During your training period, you will be paid a monthly stipend of INR 4,000 starting from the first month of your training period.

On successful completion of the training, you will be paid a Yearly CTC of INR 300000 .

Further details about the terms and conditions of your employment will be mentioned in your appointment letter (which you will receive after the completion of the documentation process).

You are requested to join NISL on 02-01-2023.

We would like to have your response by **18-08-2022** . In the meantime, please feel free to contact the HR Team via email or phone, should you have any questions.

We are all looking forward to having you on our team

Regards,

Note:

- *This offer letter will be valid for only one working day. In case if you fail to respond then this offer will stand void.*
- *Our office timings are from 9:00 AM to 6:30 PM.*
- *Our Log-IN time flexibility is from 8:30 AM to 10:00 AM and Log-Out flexibility is from 6:00 PM to 7:30 PM.*
- *It will be mandated to cover 9 Hours and 30 Mins. [Including lunch break of 1 hour (1:00 PM to 2:00 PM)]*
- *Our working days are from Monday to Friday, and the last Saturday of every month.*
- *Our office Timings on last Saturday of every month is from 9:00 AM to 1:00 PM.*

Winjit



Murtaza Gulgulawala

Blood Group : **O +ve**

Employee Code : **3246**

Emergency No. : **9325150825**



Extending Your Enterprise

20-Dec-2023

Kshitij Tidke

Flat No 4, Namdev Vihar, Near Sunrise Super Market, Tidke Nagar Nashik

Nashik Maharashtra 422009

India

Letter of offer**Dear Kshitij,**

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Associate - Operations (JC6241)** in **WNS Global Services Pvt. Ltd.**, based at our **Nashik** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional**.**Role band:** You would be placed in role band **A**.**Title:** The title that you would be using both internally and externally would be **Associate - Operations (JC6241)**.

Compensation: Your Total Fixed Pay will be **INR 2,14,910 (Indian Rupees Two Lakh, Fourteen Thousand, Nine Hundred And Ten Only)** per annum. In addition, you would be eligible for performance linked variable pay as per respective Process Incentive Plan applicable to your Role Band. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **20-Dec-2023**.

Place of work: Your place of work will be **Nashik**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

AUSTRALIA

COSTA RICA

INDIA

THE PHILIPPINES

ROMANIA

SRI LANKA

UAE

UK

USA

For WNS Global Services Pvt. Ltd.**Adil S Nargolwala**
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196

DocuSigned by:

911BE03136E8434...

Accepted and Agreed**Kshitij Tidke**
Candidate's Name & Signature



1. TERMS & CONDITIONS:

- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d. The Company's business involves operating round the clock on all day. Therefore the work may involve shift working including working in night shifts and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e. You will be on probation for six months from the date of joining; however, probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (Sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (Sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period, the Company reserves the right to recover compensation in lieu of notice period from you.
- f. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo pre-process and process training as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. The company invests significant amount of efforts and costs on such training and you will appreciate that in case one is not able meet the required norms during training, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward / accumulation of leave will be governed as per the existing Company policy on the subject.
- i. Deployment / Redeployment: The Company reserves the right to deploy / redeploy you in any of the available roles as may be deemed appropriate. Since different roles require different competency profiles, exact match can be a challenge at times, despite best intentions and efforts of the Company. In such eventuality, you are obligated to cooperate in the deployment / redeployment process by accepting role that is offered to you.
- j. You will automatically retire from the services of the Company on completing the age of 58 years.
- k. Notice to terminate in electronic form such as SMS or personal email shall not be

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

**Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition**

**WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196**

DocuSigned by:

911BE03136E8434...

Accepted and Agreed

**Kshitij Tidke
Candidate's Name & Signature**



accepted as adequate notice of termination for the purposes of this agreement. Notice to terminate this contract has to be addressed in writing to the Company in the form and manner as may be prescribed in the Company Policy.

- l. WNS reserves the right to terminate your employment with immediate effect on grounds of breach of policy including but not limited to Infosec / physical security, misconduct or where your performance has been found to be unsatisfactory.
- m. Your absence for a continuous period of seven days without prior approval of your supervisors, (including overstay of leave/training), would be treated as abandonment of service and can lead to your services being terminated without notice.

2. OTHER CONDITIONS:

- a. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.
- b. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice and or pay in lieu thereof or any other remuneration (including incentives) for the period of engagement up to aforesaid date of relieving.
- c. You will produce character verification certificate from police department within 3 months from joining on your own (not applicable for valid passport holders).
- d. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice or pay in lieu off.
- e. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.

Please sign the copy of this letter as a token of your acceptance. Please initial each page in acceptance of the terms and conditions set out herein.

Yours faithfully,

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

**Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition**

***WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196***

DocuSigned by:

911BE03136E8434...

Accepted and Agreed

**Kshitij Tidke
Candidate's Name & Signature**

Annexure I

1. You need to furnish the following Documents at the time of joining WNS.

NOTE: Joining will not happen without these documents.

A	Original copy of WNS offer letter
B	DATE OF BIRTH PROOF: Mandatory is Aadhar Card. If no Aadhar Card or incomplete details on Aadhar card then the following will apply:- (Any ONE of the following: Birth Certificate, Xth, XIIth Mark Sheet with DOB details on it, Passport, PAN Card, Driving License, School/College Leaving Certificate) - 1 copy
C	PHOTO ID : Aadhar OR PAN Card in the absence of both then the following will apply :- (ONE of the following: Voters ID, Driving License, Passport, or Bank Passbook with photograph, Bankers verification, NSR (National Skills Registry) ID card, Hall Tickets not more than 1 yrs. including current year up to eg.2006 for 2008, Defense dependant ID Card - 1 copy
D	PERMANENT ADDRESS PROOF : (ONE of the following: Passport, Driving License, Voter's ID, Nationalized Bank Passbook with photograph and address, Electricity Bill - latest of Self or Parents, Ration Card, LIC & Insurance documents, Mobile Bill, Telephone Landline Bill - latest of Self or Parents, or Current lease deed - with you or your parents / spouse as lessee or co-lessee) - 1 copy . The information for address needs to be verifiable during BGV and hence the same needs to be the latest permanent address proof.
E	EDUCATION QUALIFICATION PROOF : (mark sheets & degree are important) (as applicable: Xth, XIIth, Graduation, Post-Graduation Certificate, Copy of Diploma, others)
F	PASSPORT SIZE PHOTOGRAPHS : 5 copies (with Red Background ONLY)
G	PAN NUMBER : Photocopy of PAN Card. If you do not possess a PAN card then an application for one will have to be made and a copy of the application receipt will have to be submitted.
H	Professional Relieving or Experience Letter from previous employer (last 2 employments) or Accepted Resignation Letter from previous employer.
I	Salary Slip / Salary certificate from previous employer (last 2 employments). Bank statement if no salary slip from the Company.
J	Employee ID Proof : (photocopy of salary slips, appraisal letter which contains the employee id proof)
K	Marriage Certificate (if applicable) OR Marriage Affidavit with Couple Photo
L	Self declaration Medical Fitness form : Medical Fitness form needs to be duly filled and stamped by a Doctor.


For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196

DocuSigned by:



911BE03136E8434...

Accepted and Agreed

Kshitij Tidke
Candidate's Name & Signature



Extending Your Enterprise

NOTE:

- The same document may be used as proof for more than one of the above requirements.
- Original copies to be brought along with copies for the purpose of verification.

2. In addition to the documents mentioned above, you are requested to provide the following documents and information on your date of joining.

Documents.....

1. Updated Resume.
2. Marriage Certificate (if applicable).
3. Self declaration Medical Fitness form.
4. ESIC (Employee State Insurance Corporation) enrollment would be as per the applicable as per government regulation. In case if your stack up contains ESIC component, please carry the following documents:
 - a. Your 3 post card size (4X7) photographs (copies of the same photograph) OR
 - b. If you would like your family covered - Family group photograph of immediate family (4X7, 3 copies of the same photograph), only members in the photo will be covered. Photos should be clear and have only your immediate dependent family members which include parents, siblings, spouse and children.

Information.....

1. Names and date of birth of family members you would want to mention as nominees for the Provident Fund Scheme (parents / siblings / spouse / children)
2. Your blood group.
3. Your family doctor's name, address, telephone and registration number.
4. National Social Security Number (NSSN) if allocated.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

**Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition**

**WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
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DocuSigned by:

911BE03136E8434...

Accepted and Agreed

**Kshitij Tidke
Candidate's Name & Signature**

Annexure II			
Name	:	Kshitij Tidke	
Title	:	Associate - Operations (JC6241)	
Role Band	:	A	
DOJ	:	20-Dec-2023	
BU	:	Hi-Tech & Professional Service (901055000)	
Compensation Component	Ref	Amount(INR) Per Month	Amount(INR) Per Annum
Basic Salary		8,059	96,710
House Rent Allowance		4,030	48,355
City Compensatory Allowance		1,445	17,344
Sub Total - I	A	13,534	1,62,408
Bonus / Incentive (1)	(a)	2,707	32,482
Company's contribution to Provident Fund (2)		1,141	13,686
Company's contribution to ESI (3)		528	6,334
Sub Total - II	B	4,375	52,502
Total Fixed Pay	C = A + B	17,909	2,14,910
BENEFITS			
(i) Gratuity payable As per Payment of Gratuity Act, 1972			
(ii) The Company provides following discretionary Insurance benefits:			
Mediclaime Benefit : For Self or Family Floater, as the case may be			
Personal Accident Insurance : For Employee, as per Company Policy			
Life Insurance : For Employee, as per Company Policy			
Note:			
(1) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive at maximum level is inclusive of Bonus / Incentive included in the Total Fixed Pay. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.			
(2) Company's contribution to Provident Fund (PF) : In cases where PF wages is above the statutory maximum limit of INR 15,000/- p.m., you have an option to choose the deduction of 12% on actual PF wages. In such situation, various component of the compensation will be adjusted to accommodate your request. PF wages considered for this calculation will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952.			
(3) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of monthly salary.			

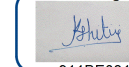
For WNS Global Services Pvt. Ltd.

Adil Nargolwala

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DocuSigned by:



911BE03136E8434...

Accepted and Agreed

Kshitij Tidke
Candidate's Name & Signature



26-OCT-2023

Letter Of Appointment

To,
Mr. Vinay Patil
TCS - Mumbai

Dear Mr. Vinay,

Further to your acceptance of our offer letter vide TCSL/DT20223112469/- Mumbai dated 21-Dec-2022 we are pleased to appoint you in our organisation in grade C1 as Systems Engineer.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 26-OCT-2023 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 2584039.

Yours sincerely,
For TATA Consultancy Services Limited

GIRISH V NANDIMATH
Global Head – Talent Acquisition

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India

Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com

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

Date: 12-APRIL-2023
Ms. PRIYANKA RASAL

OFFER LETTER

Dear PRIYANKA,

Consequent to your interview with MANASVI TECH SOLUTION PVT LTD, we are pleased to offer you a position of **Jr. Developer trainee – IT Platform** with MANASVI TECH SOLUTION PVT LTD You have to confirm your date of joining within one week of receiving this offer letter.

Other terms of your offer are as follows:

- Your CTC (Fixed Gross Salary) will be **Rs 3,00,000/-** (Rs THREE LAKH Only) per annum or Fixed Gross Salary will be **Rs 25,000/-** (Rs Twenty Five Thousand Only) per month.
- This salary package is start after completing 6 month training period of office. For six month we will Provide 5K stipend. After completing training period we will start salary package depends on your performance. If your performance is degrade then we can deduct amount in stipend as well as CTC.
- Please refer to the details of the salary break up in Annexure A.

Your employment with our organization will be governed by the current and future policies, rules and guidelines of MANASVI TECH SOLUTION PVT LTD.

You will be eligible for Paid Leaves of 12 days for Casual Leaves which is Per year & also additional Holiday List of the year will be shared with you at the time of joining. According to Government Rules We deduct

200 Rs/- per month for 11 consecutive months, and for the last month according to rules, we deduct 300 Rs/- as a professional tax.

The offer letter is an intent of making an employment proposition and will be deemed concluded only on acceptance of appointment letter that will be given at the time of joining as well as on submission of all documents mentioned in Annexure B.

Please note that your employment is contingent upon submission of all the relevant documents mentioned in Annexure B.

The terms and conditions of your employment with MANASVI TECH SOLUTION PVT LTD are as stated in this offer of employment letter supersede any prior representations made either verbally or in writing during any meetings or interviews with any MANASVI TECH SOLUTION PVT LTD. directors, recruiter or any other MANASVI TECH SOLUTION PVT LTD. representative. Additionally, you're signing this offer of employment letter represents your understanding, agreement and acceptance to these terms and conditions as stated in this offer letter.

Priyanka, we welcome your decision of joining MANASVI TECH SOLUTION PVT LTD, and I am sure that we will enjoy a mutually rewarding association.

Best Regards,
Mrs. Janhvi Aher
HR



Main Office Address:- Flat No 05, Om Shiv Arti Appt, Nandanwan Colony, Aute Mala, Jai Bhawani Road,
Nashik Road, Nashik, Maharashtra - 422101

8, Shriram Nilkatan, Above Sadhana Missal, Near Sony paithani, Opp. to Kulkarni Garden, Sharanpur Road, Nashik.