

OFFER OF EMPLOYMENT

Mr. Prem narayan vishvakarma

14 Sep, 2021,

Consultadd Services Private Limited is delighted to offer you a position as **Software Engineer-Level 1**. We trust that your knowledge and skills will be among our most valuable assets and we hope you will enjoy your role and make a significant contribution to the success of the company.

Remunerations

If you decide to join us, the company will pay you an **annual compensation package of INR 8,00,000 per annum** (INR Eight lakhs only per year) and it will be revised to **INR 10,00,000 Lakhs per annum** (INR Ten lakhs only per year) from 1st Jan 2023 with a next due increment on July 2023. The salary details are in enclosed annexure

Appointment

The location of job is **Pune, Maharashtra** and date of commencement would be, **Friday 1st July, 2022**. A detailed appointment letter will be issued to you after the joining, which will govern the term and conditions of your appointment.

The work timings will be Flexible. You may be required to work reasonable additional hours or different shifts when necessary to perform your duties.

Please bring following documents with copies while reporting,

- All mark sheets and certificates of SSC, HSC, degrees.
- Identity Proof (Driving License, Voter ID, PAN Card, Passport)
- Address Proof (Driving License, Passport, Aadhar Card)
- Four Passport size photo

Your appointment is subject to the successful completion of internship with us from your date of joining. Please note, your offer will be at the discretion of the company which means the company may terminate your offer at any time, based on performance. Notice period of 30 days is mandatory at the time of resignation. The offer is subject to acceptance of appointment and verification of documents.

Neha Chiddarwar
Human Resource Associate
Consultadd Services Pvt Ltd



Personal & Confidential

Appendix to offer of employment

Compensation and Benefits

Name: Mr. Prem N

Vishwakarma

Cost to Company: INR 8,00,000/-

CTC Break-up with PF			CTC Break-up without PF		
Pay Description	Per Month	Annual	Pay Description	Per Month	Annual
Part A			Part A		
Basic Salary	26667	320000	Basic Salary	26667	320000
House Rent Allowance	10667	128000	House Rent Allowance	10667	128000
Transport Allowance	1600	19200	Transport Allowance	1600	19200
Medical Allowance	1250	15000	Medical Allowance	1250	15000
Special Allowance	23283	279400	Special Allowance	26483	317800
Total	63467	761600	Total	66667	800000
Part B			Part B		
PF contribution (employer contribution included)	3200	38400	PF contribution (employer contribution)	NA	NA
Part C			Part C		
Deduction			Deduction		
Professional Tax	208	2500	Professional Tax	208	2500
Employee PF contribution	3200	38400	Employee pf contribution	0	0
Net pay (A-C)	60059	720704	Net pay (A-C)	66459	797504

Benefits:

1. Regular benefits

- Night Shift allowance
- Medical insurance (includes spouse and child)

350/- per day (if applicable)
Cover Upto 2 lakhs annually

2. Pandemic Benefits

- Wifi benefit
- Meal benefit
- Medical benefit
- Furniture allowance

Upto 2000/-per month
2000/- per month
1000/-per month
6000/- (one time payable)

Notes:

1. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence,
authorized absence for any period beyond the leave entitlement, damage to property of the company and all other matters as governed by the Company's policy.
2. The allowance/benefits are subject to the condition that these will be provided at no additional cost to the company. If any perquisite value is applicable to any of these allowances / benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
3. Reimbursement: Anytime within three months from Employee's Date of Joining if employee choose to leave Consultadd, he/she is liable to pay furniture reimbursement, Wifi Installation charges and joining kit cost. This is valid from the moment you accept the Internship offer letter.
4. Employee agrees that he/she may be held financially liable for lost or damaged property. Employee also agrees that failure to return equipment/s will be considered theft and may lead to criminal prosecution by company.

For Consultadd Services Private limited



Fwd: Pre Placement Interview Results - Infosys

2 messages

Shalini Khatri <shalini.khatri@its.edu.in>

Thu, Aug 5, 2021 at 9:24 AM

To: Rakesh Chand Jaiswal ITS Engg <crc3.engg@its.edu.in>, ITS Placement <crc_itsecgn@its.edu.in>

Dear Team,

Kindly update the selection status of Saket Tiwari who has been offered by Infosys @ 5 LPA

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

From: **Anshi Garg** <anshi.garg@infosys.com>

Date: Wed, Aug 4, 2021 at 6:45 AM

Subject: Pre Placement Interview Results - Infosys

To: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Shaan Vats <Shaan_Vats@infosys.com>, Vikram Vij <vikram.vij@infosys.com>

Dear Professor,

Hope you and your loved ones are doing well.

We are happy to share the list of students from your institute who have cleared the pre-placement interviews that were conducted based on a student's performance.

Candidate Name	Email Id	Offer Status	Source	College Name - Interview data
Saket Tiwari	sakettiwari@cse18@its.edu.in	DSE	HWI	ITS Engineering College (ITSEC)

Please note, this is a conditional job offer subject to background verification of the candidate.

For any queries, please reach out to me.

We look forward to your continued support.

Best regards,

Anshi Garg

Talent Acquisition

Infosys

ITS Engineering College
 46, Knowledge park-III, Greater Noida- 201310
 Ph: 0120- 2331000, 2331001

Connect with us:-



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12th August 2021

Deepak Kumar

Subject: Offer of Internship

Dear **Deepak**,

Based on our recent discussions, we are pleased to offer you an Internship with Accolite Digital India Pvt. Ltd. The internship is a significant experience in the course of your developing into a qualified professional. Therefore, we do hope you will use this opportunity to add value mutually to and from the organization.

The details of your internship extension with us are as follows: -

1. Date of Joining: **16th August 2021**
2. Internship Duration: **16th August 2021 – 16th May 2022**
3. Stipend: **INR 20,000 per month**
4. Location: **Gurgaon**

Probation:

You shall initially be under probation for a 30-day period from the date of joining our service. The Company reserves the right to terminate your internship at any time during your probation. You will be required to give 15 days' notice in writing to Accolite in case you wish to resign / leave the services. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you. On satisfactory completion of your probation, your Appointment to Internship will be deemed confirmed. Accolite reserves the right to confirm your appointment to internship and terminate this even before the expiry of the said 30-day period.

Separation at the instance of the employee:

1) You agree that if you resign from Accolite before completion of your internship program or decline a full-time offer from Accolite, in the event that Accolite extends the same to you; or resign from full-time position within one (1) year of joining Accolite thereafter, you are liable to pay as below:

a) You agree that you shall return the stipend amount owed to you during the internship period duration.

b) The expenditure incurred by Accolite on account of your Accolite University program, training, and development, capped at INR 1,50,000. Although the said investment in terms of your training, leadership time and the emotional and professional investment from senior employees and peers is unquantifiable, it has been capped to your advantage for the purposes of this agreement.

2) Condition in sub-clause (1) above applies only in respect of full-time offers from Accolite with the annual compensation of atleast INR 5,00,000 rupees.



General:

During your internship, you will be required to comply with the Company's rules, regulations and such other practices, systems, procedures, and policies that the Company communicates to you, all of which may, from time to time, be added, amended and/or terminated by the Company at its discretion. You will be paid the specified Compensation (less required deductions and withholdings) at the end of each month.

This letter of offer shall not be constructed as creating or evidencing any separate or independent obligation of the Company or any other person or entity to hire or to retain you as its employee, consultant or otherwise for any specified period of time or to assign to you any particular duties or responsibilities. Your performance will be reviewed from time to time during your internship. The Company reserves the right to terminate your internship at any time, if it not satisfied with the quality of services rendered by you. In case you wish to resign / leave the services, you will be required to give 15 days' notice in writing to Accolite. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you.

You shall maintain total secrecy with regard to any confidential information pertaining to the Company and its customers and you shall not divulge it either during the internship or at any point following the internship unless you are authorized to do so in writing by the Company. In exchange for this internship, you agree that all work and Intellectual Property produced during your internship belongs to the Company. Additionally, as a pre-requisite for your internship, you will be required to sign the Company's Non-Disclosure Agreement ("Agreement") on the start date of your Internship, and in the event of any conflict between this letter and the Agreement, the Agreement shall apply.

On joining, you are requested to please provide copies of the following documents, as and where applicable:

1. Certificates of educational qualifications
2. 2 passport size photographs in color
3. PAN Card copy
4. ID Proof (DL or Aadhaar Card or Voter ID Card)

We welcome you once again to Accolite Digital India Pvt. Ltd. and sincerely wish you a rich and rewarding career.

Warm regards,

Milind Mutalik
Chief People Officer
Accolite Digital India Pvt. Ltd

Kindly return a copy of this letter duly countersigned by you on each page in acceptance of the terms and conditions set out herein.

Signed: _____



CONFIDENTIAL

12th August 2021

Hitesh Garg

Subject: Offer of Internship

Dear **Hitesh**,

Based on our recent discussions, we are pleased to offer you an Internship with Accolite Digital India Pvt. Ltd. The internship is a significant experience in the course of your developing into a qualified professional. Therefore, we do hope you will use this opportunity to add value mutually to and from the organization.

The details of your internship extension with us are as follows: -

1. Date of Joining: **16th August 2021**
2. Internship Duration: **16th August 2021 – 16th May 2022**
3. Stipend: **INR 20,000 per month**
4. Location: **Gurgaon**

Probation:

You shall initially be under probation for a 30-day period from the date of joining our service. The Company reserves the right to terminate your internship at any time during your probation. You will be required to give 15 days' notice in writing to Accolite in case you wish to resign / leave the services. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you. On satisfactory completion of your probation, your Appointment to Internship will be deemed confirmed. Accolite reserves the right to confirm your appointment to internship and terminate this even before the expiry of the said 30-day period.

Separation at the instance of the employee:

1) You agree that if you resign from Accolite before completion of your internship program or decline a full-time offer from Accolite, in the event that Accolite extends the same to you; or resign from full-time position within one (1) year of joining Accolite thereafter, you are liable to pay as below:

a) You agree that you shall return the stipend amount owed to you during the internship period duration.

b) The expenditure incurred by Accolite on account of your Accolite University program, training, and development, capped at INR 1,50,000. Although the said investment in terms of your training, leadership time and the emotional and professional investment from senior employees and peers is unquantifiable, it has been capped to your advantage for the purposes of this agreement.

2) Condition in sub-clause (1) above applies only in respect of full-time offers from Accolite with the annual compensation of atleast INR 5,00,000 rupees.



General:

During your internship, you will be required to comply with the Company's rules, regulations and such other practices, systems, procedures, and policies that the Company communicates to you, all of which may, from time to time, be added, amended and/or terminated by the Company at its discretion. You will be paid the specified Compensation (less required deductions and withholdings) at the end of each month.

This letter of offer shall not be constructed as creating or evidencing any separate or independent obligation of the Company or any other person or entity to hire or to retain you as its employee, consultant or otherwise for any specified period of time or to assign to you any particular duties or responsibilities. Your performance will be reviewed from time to time during your internship. The Company reserves the right to terminate your internship at any time, if it not satisfied with the quality of services rendered by you. In case you wish to resign / leave the services, you will be required to give 15 days' notice in writing to Accolite. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you.

You shall maintain total secrecy with regard to any confidential information pertaining to the Company and its customers and you shall not divulge it either during the internship or at any point following the internship unless you are authorized to do so in writing by the Company. In exchange for this internship, you agree that all work and Intellectual Property produced during your internship belongs to the Company. Additionally, as a pre-requisite for your internship, you will be required to sign the Company's Non-Disclosure Agreement ("Agreement") on the start date of your Internship, and in the event of any conflict between this letter and the Agreement, the Agreement shall apply.

On joining, you are requested to please provide copies of the following documents, as and where applicable:

1. Certificates of educational qualifications
2. 2 passport size photographs in color
3. PAN Card copy
4. ID Proof (DL or Aadhaar Card or Voter ID Card)

We welcome you once again to Accolite Digital India Pvt. Ltd. and sincerely wish you a rich and rewarding career.

Warm regards,

Milind Mutalik
Chief People Officer
Accolite Digital India Pvt. Ltd

Kindly return a copy of this letter duly countersigned by you on each page in acceptance of the terms and conditions set out herein.

Signed: _____



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12th August 2021

Neha Sinha

Subject: Offer of Internship

Dear **Neha**,

Based on our recent discussions, we are pleased to offer you an Internship with Accolite Digital India Pvt. Ltd. The internship is a significant experience in the course of your developing into a qualified professional. Therefore, we do hope you will use this opportunity to add value mutually to and from the organization.

The details of your internship extension with us are as follows: -

1. Date of Joining: **16th August 2021**
2. Internship Duration: **16th August 2021 – 16th May 2022**
3. Stipend: **INR 20,000 per month**
4. Location: **Gurgaon**

Probation:

You shall initially be under probation for a 30-day period from the date of joining our service. The Company reserves the right to terminate your internship at any time during your probation. You will be required to give 15 days' notice in writing to Accolite in case you wish to resign / leave the services. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you. On satisfactory completion of your probation, your Appointment to Internship will be deemed confirmed. Accolite reserves the right to confirm your appointment to internship and terminate this even before the expiry of the said 30-day period.

Separation at the instance of the employee:

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a) You agree that you shall return the stipend amount owed to you during the internship period duration.

b) The expenditure incurred by Accolite on account of your Accolite University program, training, and development, capped at INR 1,50,000. Although the said investment in terms of your training, leadership time and the emotional and professional investment from senior employees and peers is unquantifiable, it has been capped to your advantage for the purposes of this agreement.

2) Condition in sub-clause (1) above applies only in respect of full-time offers from Accolite with the annual compensation of atleast INR 5,00,000 rupees.



General:

During your internship, you will be required to comply with the Company's rules, regulations and such other practices, systems, procedures, and policies that the Company communicates to you, all of which may, from time to time, be added, amended and/or terminated by the Company at its discretion. You will be paid the specified Compensation (less required deductions and withholdings) at the end of each month.

This letter of offer shall not be constructed as creating or evidencing any separate or independent obligation of the Company or any other person or entity to hire or to retain you as its employee, consultant or otherwise for any specified period of time or to assign to you any particular duties or responsibilities. Your performance will be reviewed from time to time during your internship. The Company reserves the right to terminate your internship at any time, if it not satisfied with the quality of services rendered by you. In case you wish to resign / leave the services, you will be required to give 15 days' notice in writing to Accolite. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you.

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2. 2 passport size photographs in color
3. PAN Card copy
4. ID Proof (DL or Aadhaar Card or Voter ID Card)

We welcome you once again to Accolite Digital India Pvt. Ltd. and sincerely wish you a rich and rewarding career.

Warm regards,

Milind Mutalik
Chief People Officer
Accolite Digital India Pvt. Ltd

Kindly return a copy of this letter duly countersigned by you on each page in acceptance of the terms and conditions set out herein.

Signed: _____



CONFIDENTIAL

12th August 2021

Shubham Yadav

Subject: Offer of Internship

Dear **Shubham**,

Based on our recent discussions, we are pleased to offer you an Internship with Accolite Digital India Pvt. Ltd. The internship is a significant experience in the course of your developing into a qualified professional. Therefore, we do hope you will use this opportunity to add value mutually to and from the organization.

The details of your internship extension with us are as follows: -

1. Date of Joining: **16th August 2021**
2. Internship Duration: **16th August 2021 – 16th May 2022**
3. Stipend: **INR 20,000 per month**
4. Location: **Gurgaon**

Probation:

You shall initially be under probation for a 30-day period from the date of joining our service. The Company reserves the right to terminate your internship at any time during your probation. You will be required to give 15 days' notice in writing to Accolite in case you wish to resign / leave the services. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you. On satisfactory completion of your probation, your Appointment to Internship will be deemed confirmed. Accolite reserves the right to confirm your appointment to internship and terminate this even before the expiry of the said 30-day period.

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2) Condition in sub-clause (1) above applies only in respect of full-time offers from Accolite with the annual compensation of atleast INR 5,00,000 rupees.



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This letter of offer shall not be constructed as creating or evidencing any separate or independent obligation of the Company or any other person or entity to hire or to retain you as its employee, consultant or otherwise for any specified period of time or to assign to you any particular duties or responsibilities. Your performance will be reviewed from time to time during your internship. The Company reserves the right to terminate your internship at any time, if it not satisfied with the quality of services rendered by you. In case you wish to resign / leave the services, you will be required to give 15 days' notice in writing to Accolite. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you.

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2. 2 passport size photographs in color
3. PAN Card copy
4. ID Proof (DL or Aadhaar Card or Voter ID Card)

We welcome you once again to Accolite Digital India Pvt. Ltd. and sincerely wish you a rich and rewarding career.

Warm regards,

Milind Mutalik
Chief People Officer
Accolite Digital India Pvt. Ltd

Kindly return a copy of this letter duly countersigned by you on each page in acceptance of the terms and conditions set out herein.

Signed: _____

Amlendu Shekhar,

15th August, 2021

We are pleased to offer you the post of **Technical Trainee** with Gemini Solutions Private Limited as of **15th August 2021** and you will report to us on **16th August, 2021** post which we shall make your final assignments. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such position and as the Board of Directors, or its authorized representative may from time to time require. You shall devote your full business efforts, time to the company, and agree to perform your duties faithfully and to the best of your ability. **You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of your supervisor.**

To address and appropriately deal with any instances or behaviour that comes under following clauses, Zero Tolerance Policy (ZTP) (which includes immediate termination) is applicable to all employees of Gemini Solutions:

- a) Demonstrate non-professional behaviour/attitude towards customer/ clients.
- b) Usage of profane, vulgar, or abusive language.
- c) Offensive or inappropriate references to Race, Ethnicity, Religion, Gender, Lifestyle, Sexual Orientation, Disability and Age.
- d) Consistent interruptions in a rude and sarcastic manner with client.
- e) Unauthorized release of confidential information.
- f) Inappropriate fraternization with clients.
- g) Coming to work intoxicated or any disciplinary issues on the floor.
- h) Extended unscheduled breaks, unapproved/ unscheduled leaves, reporting late to work etc.
- i) Disparaging remarks about Gemini Solutions or Clients.

If the ZTP Committee decided to terminate the concerned employee immediately, then the standard full and final procedures are followed after the due consideration depending on seriousness of issue.

You understand and Agree that neither your job performance nor promotions, commendations, bonuses or the like from the Company give rise to or in any way serve as the basis for modification, amendment, or extension, by implication or otherwise, of your employment with the Company.

You will be compensated **Rs.15000 (Fifteen Thousand only)** per month for the work performed during the training. You will be paid in accordance with the company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will be eligible for paid leave and paid holidays only as approved by your supervisor. The company will provide you with free Lunch and refreshments as additional benefit.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties hereunder, in accordance with the Company's expense reimbursement policy as in effect from time to time.

Registered Office: H-324, Gali No.-6, Raj Nagar-II, Palam Colony South West Delhi-110077

Principal Place of Business: Plot no-119, Udyog Vihar Phase-I, Sector-20, Gurugram, Haryana-122016

Branch Office: 1st Floor, Plot No 5, IT Park, Sector-22, Panchkula, Haryana 134112

CIN No: U72900DL2014PTC344614, **Phone No:** +91 124 6266300, **Email:** info@geminisolutions.in



The company will invest a lot of time, money and energy in training you so it is mandatory for you to complete the training.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

This letter, together with any agreement you enter with the Company represents the entire agreement and understanding between the parties as to the subject matter herein and supersedes all prior or contemporaneous agreements, whether written or oral. In the event that any provision hereof becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable or void, this letter will continue in full force and effect without said provision.

No waiver, alteration, or modification of any of the provisions of this Agreement will be binding unless in writing and signed by duly authorized representatives of the parties hereto. The internal substantive laws, but not the choice of law rules, of the State of India, shall govern this letter.

The conversion will take place on successful completion of your training period for 12 months or until the submission of your final year degree and provisional degree whichever is later. During this time, you will receive advice, training and guidance to help you become familiar with, and competent in, performing the work you have been appointed to do. Only after successful completion of this training period (based on the tests conducted and analysis of your seniors), the company will decide on its sole discretion whether you will be offered a full-time job employment or not. If given a full-time offer, after your acceptance you will be transferred to the company's permanent payroll and post that your package will be in the range of **INR 5,40,000 (Five Lacs Forty Thousand Only)** to **INR 6,00,000 (Six Lacs Only)** depending on their performance in the training period.

Employee agrees that he/she shall execute a Service Bond for a minimum period of **24 Months** from the date of joining and if the Employee quits Gemini Solutions for any reason whatsoever before completion of two years there from, he/she will have to make a payment of Rs.2, 00,000/- (Two lakhs) to Gemini Solutions on demand, without demur and will not be awarded any certificate of completion of his/her training.

If you choose to accept this offer, please sign a copy of this letter in the space. We hope that this offer will be favourably received and we look forward to working with you at Gemini Solutions Private Limited. Your anticipated start date is **16th August, 2021, Monday.**



Sincerely,

Priyanka Gubrele

Assistant Vice President - Human Resource

Gemini Solutions Private Limited

Registered Office: H-324, Gali No.-6, Raj Nagar-II, Palam Colony South West Delhi-110077

Principal Place of Business: Plot no-119, Udyog Vihar Phase-I, Sector-20, Gurugram, Haryana-122016

Branch Office: 1st Floor, Plot No 5, IT Park, Sector-22, Panchkula, Haryana 134112

CIN No: U72900DL2014PTC344614, **Phone No:** +91 124 6266300, **Email:** info@geminisolutions.in



ACCEPTED AND AGREED:

Amlendu Shekhar

Signature: _____  _____

Date: _____ August 16, 2021 _____

Registered Office: H-324, Gali No.-6, Raj Nagar-II, Palam Colony South West
Delhi-110077 **Principal Place of Business:** Plot no-119, Udyog Vihar Phase-I, Sector-20,
Gurugram, Haryana-122016 **Branch Office:** 1st Floor, Plot No 5, IT Park, Sector-22,
Panchkula, Haryana 134112 **CIN No:** U72900DL2014PTC344614, **Phone No:** +91 124
6266300, **Email:** info@geminisolutions.in

Fwd: Internship offer from AstroTalk

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: crc_itsecgn@its.edu.in

Mon, Feb 7, 2022 at 2:38 PM

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

From: **vishwejeet singh** <vishwejeetsinghaks_cse18@its.edu.in>
Date: Mon, Feb 7, 2022 at 2:35 PM
Subject: Fwd: Internship offer from AstroTalk
To: Shalini Khatri <shalini.khatri@its.edu.in>

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

From: **vishwejeet Singh** <singhvishwejeet04@gmail.com>
Date: Mon, 7 Feb 2022, 2:35 pm
Subject: Fwd: Internship offer from AstroTalk
To: <vishwejeetsinghaks_cse18@its.edu.in>

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

From: **Kanika Arora** <kanika.arora@astrotalk.com>
Date: Fri, 4 Feb 2022, 8:03 pm
Subject: Internship offer from AstroTalk
To: <singhvishwejeet04@gmail.com>
Cc: HR Astrotalk <hr@astrotalk.com>

Hi Vishwejeet,

Congratulations!

We are delighted to inform you that you have been selected for the position of Software Development Engineer at **AstroTalk**.

We believe that your knowledge, skills and experience would be an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of AstroTalk.

As discussed, initially you would be a part of four months internship and would be paid INR 25,000 as monthly stipend. Post which, you will be hired as a full time employee (subject to meeting on-job performance criteria) and your annual CTC would be INR 6.0 LPA (Fixed) + 50,000 (Joining Bonus) along with ESOPs worth INR 6 Lacs.

**Joining Bonus of 50,000 will be paid with the salary of 3rd month (after you join as a permanent employee) and in case you resign or are terminated from the company before completion of one year of continued service, the amount of joining bonus would be deducted from your full and final settlement.

As discussed, your Date of Joining is **February 7, 2022**.
Contact Person: **Rajeev (+91 8750006145)**
Reporting time : **10:00 am**

Below mentioned are the documents (Photo/Scan only | Please don't bother to get photocopies) that you need to share with us as a part of the On-boarding Process.

Photo ID proof
Class 10 & 12 mark sheet

Final Graduation Degree Certificate
Cancelled Cheque giving complete account details
Post Graduation mark sheet (s) (if applicable)
Experience Letter from all previous employers (if applicable)
PAN Card
Salary Slips (if applicable)
Bank Details

Kindly acknowledge & send the acceptance of the offer on email within 2 days. Else, the offer stands cancelled.

Looking forward to seeing you on board.

Warm Regards,
Kanika
Executive-HR | AstroTalk



AstroTalk, Pioneer House, 4th Floor A-50, A Block, Sector 16, NOIDA UTTAR PRADESH 201301

Email: support@astrotalk.com
Website: www.AstroTalk.com

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

Connect with us:-



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2/7/22, 2:51 PM

I.T.S The Education Group Mail - Fwd: Internship offer from AstroTalk

Dear **Ankit Tripathi**,

15th August, 2021

We are pleased to offer you the post of **Technical Trainee** with Gemini Solutions Private Limited as of **15th August 2021** and you will report to us on **16th August, 2021** post which we shall make your final assignments. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such position and as the Board of Directors, or its authorized representative may from time to time require. You shall devote your full business efforts, time to the company, and agree to perform your duties faithfully and to the best of your ability. **You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of your supervisor.**

To address and appropriately deal with any instances or behaviour that comes under following clauses, Zero Tolerance Policy (ZTP) (which includes immediate termination) is applicable to all employees of Gemini Solutions:

- a) Demonstrate non-professional behaviour/attitude towards customer/ clients.
- b) Usage of profane, vulgar, or abusive language.
- c) Offensive or inappropriate references to Race, Ethnicity, Religion, Gender, Lifestyle, Sexual Orientation, Disability and Age.
- d) Consistent interruptions in a rude and sarcastic manner with client.
- e) Unauthorized release of confidential information.
- f) Inappropriate fraternization with clients.
- g) Coming to work intoxicated or any disciplinary issues on the floor.
- h) Extended unscheduled breaks, unapproved/ unscheduled leaves, reporting late to work etc.
- i) Disparaging remarks about Gemini Solutions or Clients.

If the ZTP Committee decided to terminate the concerned employee immediately, then the standard full and final procedures are followed after the due consideration depending on seriousness of issue.

You understand and Agree that neither your job performance nor promotions, commendations, bonuses or the like from the Company give rise to or in any way serve as the basis for modification, amendment, or extension, by implication or otherwise, of your employment with the Company.

You will be compensated **Rs.15000 (Fifteen Thousand only)** per month for the work performed during the training. You will be paid in accordance with the company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will be eligible for paid leave and paid holidays only as approved by your supervisor. The company will provide you with free Lunch and refreshments as additional benefit.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties hereunder, in accordance with the Company's expense reimbursement policy as in effect from time to time.

Registered Office: H-324, Gali No.-6, Raj Nagar-II, Palam Colony South West Delhi-110077

Principal Place of Business: Plot no-119, Udyog Vihar Phase-I, Sector-20, Gurugram, Haryana-122016

Branch Office: 1st Floor, Plot No 5, IT Park, Sector-22, Panchkula, Haryana 134112

CIN No: U72900DL2014PTC344614, **Phone No:** +91 124 6266300, **Email:** info@geminisolutions.in



The company will invest a lot of time, money and energy in training you so it is mandatory for you to complete the training.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

This letter, together with any agreement you enter with the Company represents the entire agreement and understanding between the parties as to the subject matter herein and supersedes all prior or contemporaneous agreements, whether written or oral. In the event that any provision hereof becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable or void, this letter will continue in full force and effect without said provision.

No waiver, alteration, or modification of any of the provisions of this Agreement will be binding unless in writing and signed by duly authorized representatives of the parties hereto. The internal substantive laws, but not the choice of law rules, of the State of India, shall govern this letter.

The conversion will take place on successful completion of your training period for 12 months or until the submission of your final year degree and provisional degree whichever is later. During this time, you will receive advice, training and guidance to help you become familiar with, and competent in, performing the work you have been appointed to do. Only after successful completion of this training period (based on the tests conducted and analysis of your seniors), the company will decide on its sole discretion whether you will be offered a full-time job employment or not. If given a full-time offer, after your acceptance you will be transferred to the company's permanent payroll and post that your package will be in the range of **INR 5,40,000 (Five Lacs Forty Thousand Only) to INR 6,00,000 (Six Lacs Only)** depending on their performance in the training period.

Employee agrees that he/she shall execute a Service Bond for a minimum period of **24 Months** from the date of joining and if the Employee quits Gemini Solutions for any reason whatsoever before completion of two years there from, he/she will have to make a payment of Rs.2, 00,000/- (Two lakhs) to Gemini Solutions on demand, without demur and will not be awarded any certificate of completion of his/her training.

If you choose to accept this offer, please sign a copy of this letter in the space. We hope that this offer will be favourably received and we look forward to working with you at Gemini Solutions Private Limited. Your anticipated start date is **16th August, 2021, Monday.**



Sincerely,

Priyanka Gubrele

Assistant Vice President - Human Resource

Gemini Solutions Private Limited

Registered Office: H-324, Gali No.-6, Raj Nagar-II, Palam Colony South West Delhi-110077

Principal Place of Business: Plot no-119, Udyog Vihar Phase-I, Sector-20, Gurugram, Haryana-122016

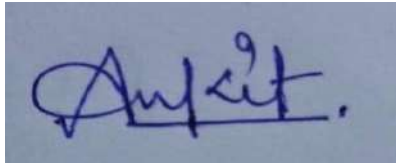
Branch Office: 1st Floor, Plot No 5, IT Park, Sector-22, Panchkula, Haryana 134112

CIN No: U72900DL2014PTC344614, **Phone No:** +91 124 6266300, **Email:** info@geminisolutions.in



ACCEPTED AND AGREED:

Ankit Tripathi



Signature: _____

Date: August 16, 2021

Registered Office: H-324, Gali No.-6, Raj Nagar-II, Palam Colony South West Delhi-110077 **Principal Place of Business:** Plot no-119, Udyog Vihar Phase-I, Sector-20, Gurugram, Haryana-122016 **Branch Office:** 1st Floor, Plot No 5, IT Park, Sector-22, Panchkula, Haryana 134112 **CIN No:** U72900DL2014PTC344614, **Phone No:** +91 124 6266300, **Email:** info@geminisolutions.in

Hrithik Singh

Email: hrithiksinghvps_cse18@its.edu.in

Phone No:9113140154

Dear Mr.Hrithik,

Letter of Intent

Consequent upon the discussion and subsequent interviews held with you, we are pleased to offer you the position of **Technical Graduate Trainee** in our esteemed organization as per the agreed terms & conditions

1. A detailed Appointment Letter shall be issued on your joining the company. You are required to report at **sharp 10:00 AM on 3rd Jan 2022 ,address F-01, B-14/15 Sector-1, Near sector 15 metro station Noida.**
2. Your offer stipend would be **Rs.1.92 LPA** for the initial 4 months(During the training period) then you will get up to **5.0-5.2 LPA** including benefits and reimbursements* for the next **14 months** and promoted to **Associated Software Engineer** based on your work & training performance. You are required to sign an **18 Months bond** with the company and also submit the refundable bank cheque of **Rs.2.5 Lakhs**, for security purpose it can be from a zero-balance account too.
3. During the training period of **4 months**, please carry your own laptop afterward company will assign you as per the project requirement.
4. Please bring the following documents at the time of joining: -
 - (a) PAN & Aadhar Card
 - (b) Proof of permanent and present address.
 - (c) Educational qualification (Please bring all the original certificates).
 - (d) Medical fitness certificate. (To be signed by a Registered Medical Practitioner holding a degree not below that of M.B.B.S.)
 - (e) Three passport size photographs.
5. Meanwhile, please intimate your acceptance of our offer on duplicate copy of this Letter of intent.
6. This letter is valid up to **3rd Jan 2022**, If you do not join on or before **3rd Jan 2022**, the letter will stand cancelled without any intimation.

Note: Employees who would complete their 18 months are only eligible for **50,000INR Association bonus**. Association bonus will be only disbursed after completing additional 6 months with organization from the day of completion of the Bond period.

Best Regards,

For Big Oh Notation Private Limited

Payal Singh

Email:payalsinghops_cse18@its.edu.in

Phone No:6388808905

Dear Ms.Payal,

Letter of Intent

Consequent upon the discussion and subsequent interviews held with you, we are pleased to offer you the position of **Technical Graduate Trainee** in our esteemed organization as per the agreed terms & conditions

1. A detailed Appointment Letter shall be issued on your joining the company. You are required to report at **sharp 10:00 AM on 3rd Jan 2022 ,address F-01, B-14/15 Sector-1, Near sector 15 metro station Noida.**
2. Your offer stipend would be **Rs.1.92 LPA** for the initial 4 months(During the training period) then you will get up to **5.0-5.2 LPA** including benefits and reimbursements* for the next **14 months** and promoted to **Associated Software Engineer** based on your work & training performance. You are required to sign an **18 Months bond** with the company and also submit the refundable bank cheque of **Rs.2.5 Lakhs**, for security purpose it can be from a zero-balance account too.
3. During the training period of **4 months**, please carry your own laptop afterward company will assign you as per the project requirement.
4. Please bring the following documents at the time of joining: -
 - (a) PAN & Aadhar Card
 - (b) Proof of permanent and present address.
 - (c) Educational qualification (Please bring all the original certificates).
 - (d) Medical fitness certificate. (To be signed by a Registered Medical Practitioner holding a degree not below that of M.B.B.S.)
 - (e) Three passport size photographs.
5. Meanwhile, please intimate your acceptance of our offer on duplicate copy of this Letter of intent.
6. This letter is valid up to **3rd Jan 2022**, If you do not join on or before **3rd Jan 2022**, the letter will stand cancelled without any intimation.

Note: Employees who would complete their 18 months are only eligible for **50,000INR Association bonus**. Association bonus will be only disbursed after completing additional 6 months with organization from the day of completion of the Bond period.

Best Regards,

For Big Oh Notation Private Limited



2-Feb-2022

Mansi Prajapati
Noida**

Dear **Mansi**,

Sub: Offer letter for the position of Software Engineer

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **Software Engineer** in **Grade- MG01 A** in our company on the following terms and conditions:

1. A detailed brief on KRAs and scope of work will be given to you on joining.
Your total Gross CTC is **Rs. 600000/-** per annum.
2. You will be entitled for onetime Retention Bonus of Rs. **100000** to be paid after 1st Year. This amount will be recoverable if you leave the employment before 18 months.
3. This is the total cost to company and all necessary taxes will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
4. You will be governed by the company's Personnel Policy, Rules of Conduct, Non-Disclosure Agreement and all other company policies as applicable to you from time to time.
5. You will be expected to join duty on **6/1/2022**, the Business hours begins from 9.30 A.M. onwards.
6. This offer is subject to your background check which company may do pre or post employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.
7. You shall be on probation for a period of six (6) months.
8. A detailed appointment letter will be issued to you on your joining.
9. Please confirm your acceptance by email to this email address within the next two working days, failing which this offer will automatically stand withdrawn.
10. Within three days of accepting our offer please send us the copy of your resignation letter accepted by your current organization.
11. You are requested to carry the following documents in original at the time of joining for verification and a copy of the same for submission.
 - a. Last company appointment letter
 - b. Last company relieving letter
 - c. Second Last company relieving letter
 - d. Graduation – Degree or mark sheets
 - e. Post-Graduation – Degree or mark sheets
 - f. Certifications if any
 - g. PAN Card
 - h. DL/ Passport/ Aadhar Card
 - i. Bank Account Proof (Original Cancelled Cheque)
 - j. 5 Passport Size Photographs



12. You agree that if you voluntarily leave the employment of the company within 18 months of taking up the appointment or terminated for any cause, any expenses incurred by the company on your hiring such as relocation, joining bonus, any notice pay buyout etc. would be repaid by you or deducted from your final salary.

Your appointment at One97 will be subject to submission of mandatory documents and its successful verification. In case of delay in submission of few documents, it will impact your joining clearance and further impact payroll processing.

We look forward to welcoming you aboard the One97 team.

**You are mapped to the Noida office but will be required to work from home until further notice. Once office resumes, HR will get in touch with you to confirm your Joining Location

Best regards,

Nitinesh Sharma

Human Resources

One97 Communications Ltd.

B-121, Sector-5

Noida

www.one97.com | www.paytm.com



Annexure

2-Feb-2022

Employee Name: **Mansi Prajapati**
Designation: **Software Engineer**
Grade: **MG01 A**

CTC Structure		
Salary Components	Monthly(Rs)	Yearly(Rs)
Basic	25000	300000
House Rent Allowance	12500	150000
Special Allowance/Flexi Benefits Bucket*	10700	128400
EPF Contribution Employer	1800	21600
Total Salary (CTC)	50000	600000

Others		
Gratuity	1203	14430

Note

Mediclaim Insurance: All employees are covered under mediclaim insurance as per the policy.

Flexi Benefits Options*
Gift Coupons
Food Allowance / Coupons
Car Operating Option (MG3 & above)
Chauffeur's Salary Reimbursement (MG3 & above)
Fuel Reimbursement (MG3 & above)
LTA

CTC can be re-structured at the time of joining.

*please confirm flexi benefits options to be availed on your joining day itself
#If applicable
\$ payable Annually

Ref: Genus/HRD/2021-22
Date: 02nd September, 2021

Mr. Rohit Sahu
Ayodhya, U.P (303305)

Subject: Offer Letter

Mr. Rohit Sahu

This has reference to the interview you had with us .We are pleased to offer you an employment in our organization on the following terms and conditions mutually agreed at the time of interview. Please note the below offered details are subject to the clearing of all the papers & submission of B.Tech final Mark sheet to HR department.

- | | | |
|------------------------------|---|---|
| 1. Position | - | Graduate Engineer Trainee - R & D |
| 2. Fixed Remuneration | - | Rs.3.0 LPA |
| 3. Place of Posting | - | R & D centre Jaipur. |
| 4. Date of Joining | - | On 06 th September 2021 |
| 5. Service Bond | - | Two years effective from Date of Joining. |

In addition to the above remuneration, you will also be entitled for retention bonus of Rs. 3.0 Lacs for three years effective from your Date of Joining. This amount will be payable annually i.e 1.0 Lac per year. In case you leave your services within 3 years, you shall not be eligible to claim the retention bonus of that respective financial year.

In addition to the above mentioned CTC, they shall also be entitled for:

1. Mediclaim coverage of upto Rs.1.5 Lacs pa for self and family (Spouse & Children).
2. Personal Accidental coverage of upto Rs.1.0 Lacs pa.

At the time of joining, you are required to produce the following documents:-

- | | |
|---------------------------------------|---|
| 1. Proof of Date of Birth | 6. Address Proof |
| 2. Proof of Educational Qualification | 7. Copy of PAN Card |
| 3. Cancelled Cheque | 8. Recent Passport Size Photographs
(Seven nos. in white background) |
| 4. Medical Fitness Certificate | 9. Copy of Passport, if any |
| 5. Copy of Aadhar Card | |

On the day of your joining you are requested to contact Ms. Jagrati Mourya. You will be treated as Intern and will be paid Rs. 10000/- as stipend per month till the clearance of B.Tech.

A background verification process shall be carried out by some reliable sources as per the company norms. If any misleading or incorrect information found, may lead to cancellation of the offer.

Looking forward to your joining in Genus Family,

For **Genus Power Infrastructures Ltd.**,


(Arjya Kumar Mishra)
Head – Corporate HR

Note: -This offer is valid subject to the clearing of all the papers in B.Tech.

Dated: September 03, 2021

OFFER LETTER

Dear Satya Prakash Pandey,

Congratulations!

This is in reference to the interview held at QA InfoTech Software Services Pvt. Ltd.- A Qualitest Company on September 03, 2021, we are pleased to offer you the position of **Software Engineering Trainee** in the Test Automation/ Performance Division on the following terms and conditions:

1. Job title

Your title will be **Software Engineering Trainee**.

2. Salary

- (a) You shall be getting a stipend in the amount of INR 20,000/- per month during training/ probation period.
- (b) You shall start receiving a salary after completion of six months training/ probation period which can be extended by three months based on your performance from the date of joining, in the amount of INR 5 Lac per annum. Passing qualifying examination without any backlogs is a criteria considered for training/ probation period completion. You are required to submit all mark sheets of the qualifying degree before the training period completion.
- (c) You may terminate your employment with the Company, without any cause, by giving not less than 2 weeks prior notice in writing during the probation period, provided that you are not working in any of the client projects- refer to clause (e) otherwise.
- (d) Your appointment can be terminated by the Company, without any cause, by giving not less than 15 days prior notice in writing during the probation period.
- (e) After the probation period, you may terminate your employment with the Company, without any cause, by giving not less than three months prior notice in writing or; on the discretion of your Reporting Manager and Senior Manager, you can buyout 2 months' notice period by serving 1 month notice period and paying 3.5 times your 2 months' basic salary in lieu thereof.
- (f) After the probation period, your appointment can be terminated by the Company, without any reason, by giving you not less than 3 months prior notice in writing. In case the Company decides to relieve you early, then you will be required to serve 1 month notice period and the company will pay 3.5 times your 2 months' basic salary in lieu of remaining 2 months' notice period.

Please note that your remuneration package is confidential between you and the Company and it is advisable not to discuss/disclose any details regarding the same to anyone.

Your detailed letter of Appointment shall be given to you in the first week of your joining.
Your joining date and other details will be communciated to you on the email address we have on file.
We welcome you to the QA InfoTech family and wish you a successful career with us.

Sincerely,

For QA InfoTech Software Services (P) Ltd.- A Qualitest Company

A handwritten signature in black ink, consisting of several loops and a long, sweeping tail that curves upwards and then downwards.

Minesh Upadhyaya
(Sr. Vice President)

Annexure S

Please find below the salary break up:

BASIC*	INR 150000.00
HRA*	INR 75000.00
Supplementary Allowance*	INR 34200.00
City Compensatory Allowance*	INR 134196.00
Bonus*	INR 22500.00
POC Allowance*	INR 50004.00
Leave Travel Allowance*	INR 12500.00
Employer PF Contribution	INR 21600.00
Employee CTC	INR 500000.00
Gratuity**	INR 7200.00
Total CTC	INR 5,07,200.00

*Yearly Components (Paid Monthly).

** As per the Payment of Gratuity Act, 1972 and all amendments thereafter.

Please refer to the Other Benefits on the next page.



Other Benefits

Reimbursements- Annual	
Wedding Anniversary***	INR 2500
Child Birthday (per child)***	INR 1500
Spouse Birthday***	INR 1500

Long Term Benefits	
Engineering Department Bonus- 3 years (calculated here basis offered Basic)***	INR 15625
Engineering Department Bonus- 5 years (calculated here basis offered Basic)***	INR 18750
Child Tuition Reimbursement (5+ years with QAIT for 1 child)***	INR 48000
Child Tuition Reimbursement (7+ years with QAIT for the second child)***	INR 48000
Dependent Insurance (7+ years with QAIT)***	INR 25000

Additional Benefits	
Employee Insurance Premium (for Group Medical Family and Personal Accidental Insurance Cover)***	INR 20000
Meal Expense to the organization***	As per policy
Transport Expense to the organization(Shuttle Service)***	As per policy
Wedding Gift Allowance (Based on number of years with Organization)***	Calculated as per policy
Child Gift Allowance (Based on number of years with Organization)***	Calculated as per policy
Team Activity Budget***	As per policy
Crèche Facility***	As per policy

***All the above mentioned benefits are based on prevailing company policy.



Ref : NSEL/HR/ 2021

Candidate ID: REC202110295805

Date: October 30, 2021

Mr. Rashid Makki
Gaur Saundaryam,sector-techzone Iv, Charmurti
Greater Noida-201308
Up
India

Internship Letter

Dear Rashid Makki,

We are pleased to offer you **Internship** with Nucleus Software Exports Limited.

You will be appointed as an **Intern** effective **November 10, 2021** till your provisional certificate is received.

During the Internship period, you will be eligible for a stipend of **Rupees 10,000 (Rupees Ten Thousand only)** per month, subject to Company policy.

Below mentioned are the specific terms and conditions of your offer. Request you to read the details carefully.

Document Verification and Checks - Post accepting this letter, you will have to submit certain documents (listed in the later part of this letter). The offer will be contingent upon successful verification of the documents submitted by you. Once you receive the letter, we would like you to accept the said terms and conditions within 7 days of receiving the letter.

1. Terms and Conditions:

- a. As part of providing new joiners a unique learning experience, Nucleus School of Banking Technology (NSBT - a division of Nucleus Software), will run a Virtual training program 'NCSP' (NSBT Certified Software Program) for 2.5 months. During the Training period your progress will be reviewed periodically.
- b. Your employment with Nucleus is subject to successful completion of the Training program, with:
 - 1.) "C" or higher grade at the end of course.
 - 2.) Minimum 95% attendance record during the training period
 - 3.) Submission of Provisional Certificate for completion of B.Tech./ B.E. final exams with aggregate percentage of 60% and above



- 4.) Acceptance of the company's terms and conditions
- 5.) Successful background verification

c. After meeting the above mentioned criteria (Point a and b) your proposed role will be 'Assistant Software Engineer', at Grade 3. Your Annual compensation will be INR 4,25,000/- only (Four lakhs, twenty five thousand only). It includes allowances and statutory benefits, and will be structured in accordance with the Company policy. Specific details will be mentioned in your formal offer letter.

List of joining documents:

List of Joining Documents
10th Mark sheet and Certificate
12th Mark sheet and Certificate
Graduation - All Semesters Mark sheet(s) or Final Year or Consolidated and Provisional/ Final Degree Certificate
Diploma Mark sheet(s) & Certificate
Any Other Certificate or Transcripts
PAN Card
Aadhar Card OR Passport/ Voter ID / Driving License / Ration card
Medical Certificate (format attached)
Passport Size Photographs (5)

Note : All documents should be submitted on or before the date of joining. Any delays will be considered as non-compliance.

We look forward to a fruitful association.

With Best Wishes,

for **Nucleus Software Exports Limited**

Authorized Signatory
Human Resource Group



Ericsson Confidential
INTERNSHIP LETTER

Date
2022-01-20

Reference
EGIL/HR-22:465 Uen

Your Date

Your Reference

Attending to this matter
NO/EGI/H Rajat Bajaj/AS

Mr. Ashish Kumar

Dear Mr. Kumar,

This has reference to your request letter for Internship in our organization and subsequent discussion regarding the same. We are pleased to allow you for this training in our organization (Virtually), starting from 07-Feb-2022 to 06-Aug-2022.

You will be assigned a project upon joining by Vivek Gupta

Please contact Vivek Gupta on the day of joining.

With best wishes

Yours sincerely,

For ERICSSON INDIA GLOBAL SERVICES PRIVATE LIMITED

Rajat Bajaj
Talent Acquisition
Human Resources

Ericsson India Global Services Private Limited

Knowledge Boulevard,

A-8A, Sector 62A. (VIRTUALLY)

INDIA - 201 309

www.ericsson.co.in / www.ericsson.com

Tel: + 91 120 3029200

Tel: + 91 120 4256000

Fax: + 91 120 3029135

Registered Office

4th Floor, Dakha House

18/17, W.E.A., Pusa Lane,

Karol Bagh,

New Delhi 110 005 INDIA



Letter of Offer || Nitin Kr. Sharma || Progressive Infotech Pvt Ltd.

3 messages

Juhi <Juhi@centilytics.com>
 To: "nitinsharma882000@gmail.com" <nitinsharma882000@gmail.com>
 Cc: Amit Rajput <amit.rajput@centilytics.com>

Mor

Dear Nitin,

We are pleased to inform you that after careful consideration based on our interaction, we are offering you the position of "Trainee". We trust that your knowledge, skills, and experien most valuable assets. This offer is subject to your joining Progressive Infotech Pvt Ltd on or before **5th October, 2021**.

Reporting Time : 10:00 AM

Enclosed is the "Letter of Offer" with details of all the mandatory documents required for your joining. You need to carry all originals along with photocopies of the relevant documents n

To reiterate, below documents are necessary to bring at the time of your joining to ensure smooth documentation:

- PAN Card / PAN Card Acknowledgement. Without PAN Card/ PAN Card acknowledgement copy Joining herewith will not be initiated.
- AADHAR card (Acknowledgement will not be accepted). Without AADHAR Card Joining herewith will not be initiated.
- Surety Cheque of Rs.50, 000 in the favour of "Progressive Infotech Pvt Ltd" as surety against your 2 year bond which will be returned to you after completing two year with ou Company will not use your cheque until unless there is any absconding or breach from your side .** This cheque should be:
 - Duly signed.
 - Without Date.
 - Account Payee.
- Six photographs with white background only
- Self-Attested Qualification documents
 - 10th & 12th marksheet
 - 10th & 12th passing out certificate
 - Self-Attested Qualification and Experience documents (Offer Letter, last 3 months salary slips & relieving letter)

The above documentation is mandatory and any non-conformance would result in a delay in completing our process and hence your payroll.

As discussed, find the **compensation details** below :

Duration	Monthly CTC	Retention	Annual CTC
DOJ + Remaining Days of the Quarter + till the completion of 1 year	25000	NA	300000
First Appraisal After completing a year	35000	NA	420000
Second Appraisal After completing another year (2 years bond ends here)	55000	60000	720000
Loyalty Bonus due after completing 3 years			

Salary Annexure:

Fixed Salary									
Particulars	Basic	HRA All.	Conv.All.	P.F. Employer's	Medical Insurance	Management Allowance	Other Allowance	Take Home	Total
Proposed	11200	5600	5600	1800	270	530	0	21130	25000

Note : Kindly accept the offer today itself , failing to which the offer will automatically stand withdrawn.

The above documentation is mandatory and any non-conformance would result in a delay in completing our process and hence your payroll.

Joining Location : Progressive Infotech Private Limited

Progressive Infotech (P) Ltd.

A-26 , Sector -83

Noida- 201305

Landmark – Opposite to Luxor Building

Thanks,

Centilytics

in f t

Juhi Saraswat

Sr. Executive HR

8700353765

juhi@centilytics.com

www.centilytics.com

linkedin.com/in/juhi-saraswat

Nitin Kr. Sharma.pdf
55K

Nitin sharma <nitinsharma882000@gmail.com>
To: Juhi <Juhi@centilytics.com>

Mon, Oct 4, 2021 at 2:53 PM

I would like to thank you for the job offer that has been offered to me.
Please consider this email as my formal acceptance letter.

[Quoted text hidden]

16 attachments

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Nitin sharma <nitinsharma882000@gmail.com>
To: sharmaashok2107 <sharmaashok2107@gmail.com>

Mon, Oct 4, 2021 at 3:08 PM

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14 August 2021

Dear Aniket Bansal,

Subject - Letter of Offer to join as Business Development Associate

It is with great pleasure that we offer you the role of Business Development Associate at Class 21A Technologies Private Limited. Your Monthly Salary would be Rs. 25,000/- (Rupees Twenty Five Thousand Only) during the probation.

**Any payment (Salary or Incentive) is made by the company will be subject to TDS at the rate of 10% is applicable.*

Your present place of work will be at home

You will be paid your salary stated in arrears on a monthly basis after giving effect to withholding(s) as required by law. Any Income Tax applicable on your remuneration or any other payment made by the Company in respect to taxes will be borne by you and as required by law, will be deducted at source.

Please acknowledge the acceptance of this offer by dropping a line at hr.sales@doubtnut.com

Please bring copies of the following documents at the time of joining along with the original copies for verification (where ever applicable): -

1. 3 Passport size Photographs
2. All educational certificates
3. One ID Card – Aadhar Card/Passport/Voter I-card

For Class 21A Technologies Private Limited

Aditya Shankar
Director

I, Aniket Bansal, hereby accept the above offer of Class 21A Technologies Private Limited:

Signature: Date:.....

Statement of terms and conditions of employment (the "Statement")

Class 21A Technologies Private Limited

1 Employee Name

Aniket Bansal

2 Employer

Class 21A Technologies Private Limited (the "Company")

3 Job Title

Business Development Associate

The use of this job title does not indicate any limitation on your duties or job function.

4 Department

Sales

5 Location

5.1 Your present place of work will be at Home, but during the course of the above assignment, you shall be liable to be posted / transferred at our Gurgaon location.

5.2 For business reasons you may be required to travel to and work at any location within India, on a temporary basis or permanently. Upon reasonable notice, you may be required to work overseas on a temporary basis in the performance of your duties.

6 Duties

Your duties will be detailed in your job description, which will be provided to you after your joining the Company. In addition to this, you may be required to perform other duties as your manager may reasonably require from time to time in order to assist in the business of the Company.

The Company reserves the right upon reasonable notice to alter or vary your job function or duties in accordance with your capabilities.

7 Date of commencement

You are required to commence your services with the company latest by 16 Aug 2021

The minimum duration of this probation is for 3 months.

8 Hours of work

8.1 Your normal work hours are 48 hours a week, excluding one hour of lunch each day (Monday to Saturday inclusive). We have weekly rotational off.

8.2 Your work schedule will be notified to you from time to time by your manager.

8.3 You may be required to work additional hours in order to fulfil business commitments. There are no provisions for overtime wages for employment services performed outside working hours or on public holidays.

8.4 You may be required to travel and make overnight stays, to meet the requirements of your job. During such travel assignments, the Company will make stay arrangements in line with entitlements for your level.

9 Remuneration

Your total remuneration will consist of the following components:

9.1 Guaranteed Salary during probation: Your monthly salary will be Rs. 25,000/- (Rupees Twenty Five Thousand Only) paid at the end of the month.

*Any payment (Salary or Incentive) is made by the company will be subject to TDS at the rate of 10% is applicable.

9.2 Your salary will be paid monthly by bank credit transfer. Upon termination of employment, you shall be paid up to your last working day with the Company

9.3 Salaries are reviewed on a regular basis. Increases are not automatic and are based on merit and performance. You will be apprised of the performance management system in the Company once you have joined.

9.4 You will be eligible to participate in the Company's discretionary variable/incentive scheme in accordance with the scheme rules in force from time to time.

9.5 You will not be entitled to get any variable/incentive amount if you leave the company before the release of variable/incentive payout without serving your notice period.

10 Leave

- 10.1 The leave year runs from 1 April to the end of the following March but may be subject to alteration of which you will be given prior notice.
- 10.2 You will be entitled to get 2.5 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.
- 10.3 In addition to annual leave, you are entitled to paid public holidays as defined by the applicable statutes and varied according to local custom. The Company handbook will provide full details with regard to public holidays.
- 10.4 Any annual and public holiday will be paid as per your basic salary.

11 Changes

Any changes to your terms and conditions as expressed either in this Statement or the Company handbook will be communicated to you, in writing, within one month after the change. Acceptance of changes of terms and conditions so made will be assumed unless you notify Human Resources in writing of your objection within one calendar month of notification of any change.

12 Information Security

You undertake at all times during the course of your employment you will abide by the information security protocols and procedures.

13 Grievance and disciplinary procedures

Details of the grievance and disciplinary procedures can be found in the Company Handbook. The Company reserves the right to make reasonable changes to the procedures from time to time.

14 Notice period and Termination of employment

- 14.1 Retirement: Your normal retirement date is your sixtieth birthday. Unless an extension of service is mutually agreed, your employment will terminate without notice on this date.

- 14.2 Termination with notice: A notice of 1 month is required of your employment with the company by either party to terminate this contract. Notice period is considered to start from the point the resignation letter is received by the manager. However, when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect.

Your probation period would be 3 months from the date of joining. During this period the company shall have a right to terminate the employment with the company by immediate effect.

The notice period may be waived by mutual agreement.

*Post your successful completion of training you would be put under OJT (On Job Training) program on the successful completion of OJT you would be moved in production in case you are not able to clear your OJT organization may decide to part ways without giving any extension & that would be binding.

- 14.3 Termination without notice: Your employment may be terminated by the Company without notice or payment in lieu thereof if you commit any breach or non-observance of the terms, conditions or stipulations contained in this agreement, or are guilty of any negligence or misconduct in connection with or affecting the business or affairs of the Company.

In the event of termination on disciplinary grounds including but not limited to fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

"Misconduct" will include without limitation:

- a) Absence from service without prior notice in writing or without sufficient cause for seven days or more;
- b) Going on or abetting a strike in contravention of any law;
- c) Causing damage to the property of the Company;
- d) Continued discharge of work functions, which do not meet the standards reasonably expected by the Company from you;
- e) Breach of confidentiality secrecy; Willful insubordination or disobedience, fraud or misconduct, whether or not in combination with another, of any lawful and reasonable instructions of superior;
- f) Engaging in other activities unconnected with your duties and obligations;
- g) Neglect of normal duties and functions;
- h) Disclosing to any unauthorized person any information in regard to the business of the Company; and
- i) Breach of any of the conditions of this agreement.

j) Termination of your employment in this sub-paragraph would be without prejudice to: (i) the Company's right to claim the actual damages it has suffered through this breach, and (ii) any other relief to which the Company may be entitled under contract, law or equity.

14.4 Any notice to be given by any party to this agreement shall be in writing and shall be deemed duly served if delivered personally or by prepaid registered post or airmail to the addressee at the address of that party set out above or as notified to the other in writing from time to time

14.5 Upon termination of this Agreement, regardless of whether such termination is voluntary or involuntary, you shall return all assets and properties of the Company (including confidential information) and documents and business records in any form, in your possession or otherwise, and copies thereof acquired pursuant to your employment.

14.6 Upon termination of this Agreement, regardless of whether such termination is voluntary or involuntary, you shall return all assets and properties of the Company (including confidential information) and documents and business records in any form, in your possession or otherwise, and copies thereof acquired pursuant to your employment.

15 Garden Leave

15.1 The Company shall not be obliged to provide you with work at any time after notice shall have been given by either you or the Company and the Company may, at its discretion, take any one or more of the following steps in respect of all or part of an unexpired period of notice:

15.1.1 require you to comply with such conditions as it may specify in relation to attending at, or remaining away from, the place of business of the Company,

15.1.2 assign you to other duties; or

15.1.3 withdraw any powers vested in you.

16 Confidentiality

16.1 You shall not either during your employment with the Company (other than in the proper course of your duties and for the benefit of the Company) or after your employment with the Company has ended for any reason whatsoever:

16.1.1 Use, disclose or communicate to any person any Confidential information which you shall have come to know or have received or obtained at any time by reason of or in connection with your employment with the Company or its predecessors in business; or

16.1.2 copy or reproduce in any form or by or on any media or device or allow others access to or to copy or reproduce information whether or not in documentary form containing or referring to Confidential Information ("Documents").

16.2 All Documents containing or referring to Confidential Information at any time in your control or possession are and shall at all times remain the absolute property of the Company and you undertake, both during and after your employment with the Company has ended:

16.2.1 to exercise due care and diligence to avoid any unauthorised publication, disclosure or use of Confidential Information and any Documents containing or referring to it:

16.2.2 to deliver up any Confidential Information (including all copies of all documents whether or not lawfully made or obtained) or to delete Confidential Information from any re-usable medium and to confirm to the other party, in writing, the return, deletion and or destruction of such materials.; and

16.2.3 to do such things and sign such Documents at the expense of the Company as shall be reasonably necessary to give effect to this clause and/or to provide evidence that it has been complied with.

16.3 The restrictions in this clause 17:

16.3.1 will not restrict you from disclosing (but only to the proper recipient) any Confidential Information which you are required to disclose by law or any order of the court or any relevant regulatory body provided that you shall (unless required by law) have given prior written notice to the Company of the requirement and of the information to be disclosed and allowed the Company an opportunity to comment on the requirement before making the disclosure; and

16.3.2 will not apply to Confidential Information which is or which comes into the public domain otherwise than as a result of any unauthorised disclosure by you or any other person who owes the Company an obligation of confidentiality in relation to the information disclosed.

16.4 You agree that the restrictions set out in this clause 17 are without prejudice to any other duties of confidentiality owed to the Company.

16.5 For the purposes of this clause 17. "Confidential information" means only and all information which is confidential in nature including, without limitation:

- 16.5.1 any and all information in whatever form and whether eye readable, machine readable or in any other form which may be imparted in confidence or be of a confidential nature relating to the business or prospective business or internal affairs of the Company;
- 16.5.2 information relating to marketing, sales, products or services;
- 16.5.3 lists of customer's and supplier's names, addresses and contacts, sales targets and statistics. market share and pricing statistics, marketing surveys, research and reports, incentive arrangements, current and future promotions, new product ranges, service and product information, contractual arrangements with customers, advertising and promotional material, algorithms, methodologies and specifications;
- 16.5.4 know-how, trade secrets, unpublished information relating to the intellectual property of the Company and any other commercial, financial or technical information relating to the business of the Company or to any customer or supplier, officer or employee of the Company or to any member or person interested in the share capital of the Company.
- 16.5.5 and any other information in any form or manner whatsoever exchanged or circulated between the parties in pursuance of this agreement and all such information which may be marked "Confidential" "Internal Data" "Strictly Private" or with a comparable legend at the time of disclosure by the Company before transferring the same to you or from all the relevant circumstances should reasonably be assumed by you to be confidential and proprietary to the Company which should not include publicly available information which is commonly known, published in any journal / book / magazine / newspaper or made available to the public in any other media. Confidential Information that is disclosed orally must be identified as such in writing within five (5) days of such disclosure.

17 Intellectual property

- 17.1 In this clause 18 "Intellectual Property" shall mean copyright, patents, trademarks and service marks, rights in inventions, design rights, registered designs, trade names and copyrights (whether or not any of these is registered and including applications for registration of any such thing) and all forms of protection of a similar nature which may subsist anywhere in the world.
- 17.2 You acknowledge, having regard to the nature of the business of the Company and the nature of your expertise, that;
 - 17.2.1 the normal duties of your employment with the Company may include the making of inventions
 - 17.2.2 inventions may reasonably be expected to result from the carrying out by you of such duties; and
 - 17.2.3 due to the nature of your duties and the particular responsibilities arising from the nature of your duties, you have a special obligation to further the interests of the Company's business.
- 17.3 You shall disclose to the Company any invention made or discovered or produced by you in the course of the performance of your duties (whether or not during office hours or using office stationery and equipment) in connection with or in any way affecting or relating to or capable of being used or adapted for use in the business of the Company.
- 17.4 You shall do all things and execute all documents that may be necessary to enable the Company or its nominee to obtain the benefit of every invention made by you in the course of your duties and to secure patent or other appropriate protection for it.
- 17.5 Without prejudice to the provisions of this clause 18, you shall disclose to the Company full details of any Intellectual Property made or created by you during your employment with the Company (whether or not during office hours or using office stationery and equipment) and you shall execute (both during and at any time after the termination of this agreement) all appropriate documents, to perfect the company's title in the same including to grant to the company an unrestricted, royalty-free license to use, practice, copy and create derivatives of, and create products embodying any ideas incorporated therein.
- 17.6 You shall, before working, assigning or granting rights in relation to any invention or copyright work or other Intellectual Property rights to which the Company is not entitled under this Statement and/or at law, allow the Company or a third party nominated by it a reasonable opportunity to evaluate the same and you shall not dispose of any rights to any third party unless you shall first have given written notice to the Company with full, complete and bona fide details of the price and terms offered by the third party and offering the Company an opportunity to purchase the rights concerned at the same price and on the same terms within 28 days of the date of the notice.

18 Non solicitation

You shall not during your employment and for a period of one (1) year following the date of termination of your employment with this Company for whatsoever reason, with or without cause, either on your own behalf or on behalf of any person, firm or company:

- 18.1 Directly or indirectly solicit, induce, encourage, take away or endeavour to entice away from the Company an actual employee, customer or clients, existing or potential, of the Company. either for yourself or for any other person or entity; or

18.2 discourage from being employed by the Company any person who, to your knowledge, is an employee or a prospective employee of the Company.

19 Exclusivity of service

19.1 You are required to devote your whole-time attention and abilities to your job during working hours and to act in the best interests of the Company at all times.

19.2 You must not engage in any other employment, business or commercial activity, whether or not for compensation or devote any part of your time to any other firm, company or person except with the prior written consent of the Company.

20 Post-employment restrictions

20.1 You shall not for a period of six months from the date your employment with the Company ends ("the Termination Date") either on your own behalf or on behalf of any person, firm or company in relation to the business activities of the Company directly or indirectly:

20.1.1 deal with or accept custom from any person, firm or company who at any time during the period of six months prior to the Termination Date ("the Period") was a client or customer of the Company with whom you have been actively engaged or involved by virtue of your duties hereunder during the Period;

20.1.2 solicit, approach or offer goods or services to or entice away from the Company any person, firm or company who was at the Termination Date (or during the Period), a client or customer of the Company with whom you have been actively engaged or involved by virtue of your duties hereunder during the Period;

20.1.3 deal with or accept custom from any person, firm or company who was a supplier, agent or distributor of the Company during the Period with whom you have been actively engaged or involved by virtue of your duties during the Period; or

20.1.4 solicit, approach or offer goods or services to or entice away from the Company any person, firm or company who was a supplier, agent or distributor of the Company during the Period with whom you have actively engaged or involved by virtue of your duties during the Period; provided that nothing contained in this clause 20.1 shall prohibit you from carrying out any activities which are not in competition with any part of the business of the Company with which you were involved in the Period.

20.2 You shall not for a period of six months from the Termination Date either on your own behalf or on behalf of any person, firm or company in relation to the business activities of the Company in which you have been engaged or involved directly or indirectly approach, solicit, endeavour to entice away, employ, offer employment to or procure the employment of any person who, at the Termination Date or at any time during the Period, is or was a Key Employee with whom you had dealings with during the Period whether or not such person who would commit any breach of his contract of employment or engagement by reason of so leaving the service of the Company or otherwise.

For the purpose of this clause 20.2 and 20.3 a Key Employee is any employee who is or was during the Period employed to your knowledge at management work level 3 or in a senior capacity or in a capacity which he had access to or obtained Confidential Information.

20.3 You shall not for a period of six months from the Termination Date commence employment (whether as principal or agent or as an employee, contractor, consultant, agent, seconded, partner or director) in a business which is in direct competition with the business carried on by the Company with which you were actively involved during the Period which is with any person who at any time during the Period was a Key Employee (as defined at clause 20.2) provided that nothing in this clause 21.3 shall prevent you from working in such a business with a Key Employee insofar as your duties under your contract of employment or any other agreement relate solely or exclusively to services or products of a kind which neither you nor the Key Employee were concerned during the Period.

20.4 You shall not, at any time after the Termination Date, either on your own behalf or on behalf of any other person firm or company directly or indirectly:

20.4.1 Interfere or seek to interfere with the continuance, or any of the terms, of the supply of goods or services to the Company; or

20.4.2 represent yourself as being in any way connected with or interested in the business of the Company (other than as a consultant or a member if such be the case) or use any name which is identical or similar to or likely to be confused with the name of the Company or any product or service produced or provided by the Company or which might suggest a connection with the Company.

20.5 the period of the restrictions in this clause 20 shall be reduced by the period, if any, spent by you during which you are on garden leave and precluded from attending the Company's premises, contacting clients, customers, suppliers and agents of the Company and are not in receipt of Confidential Information in accordance with the garden leave provision at clause 15

21 Expenses

Any reasonable travel and out of pocket expenses wholly and necessarily incurred on the Company business will be reimbursed to you in line with the expenses policy in force from time to time. The time limit for claiming for expenses is 3 months from the time of having made this expense: the Company reserves the right not to pay them after this time.

22 Security

- 22.1 You consent to the Company checking, recording and reviewing telephone calls, computer files, records and mails and any other compliance, security or risk analysis checks the Company considers reasonably necessary.
- 22.2 The Company reserves the right to search you your personal belongings or areas allocated for your use by the Company whilst on the Company premises. Should the Company exercise this right it will require your consent and you will have the right for a witness to be present. Failure to comply with a reasonable request will be considered a disciplinary offence.

23 Data Protection

You consent to the processing by the Company of personal data as set out in the Company Handbook.

24 Governing Law

This Statement shall be governed, interpreted and construed in all respects in accordance with the laws of India. Any dispute arising in relation hereto shall be heard by the appropriate authorities located in the NCR region.

25 Arbitration

In the event of any dispute or difference arising under this agreement, the same shall be resolved by reference to arbitration by sole arbitrator in accordance with the Arbitration & Conciliation Act, 1996. Such sole arbitrator shall be appointed by the Company. The venue of the Arbitration shall be exclusively in the NCR region.

26 Other terms and conditions

Other terms and conditions covering your employment with the Company is contained in the Company handbook. In the event of any discrepancy between a provision contained in this statement of terms and conditions of employment and the Company handbook, the provision in the statement of terms and conditions of employment will take precedence.

27 Severability

Each covenant contained in this agreement shall be construed as a separate covenant and if one or more covenants herein is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the employee. If any provision of this agreement is invalid, unenforceable or prohibited by law, this agreement shall be considered divisible as to such provision and such provision shall be inoperative and shall not be part of the consideration. The remainder of the agreement after the removal of any such aforementioned clause shall be valid, binding and of like effect as though such provision was not included herein.

28 No Waiver

The failure of either party hereto at any time to enforce performance by the other party of any provision of this agreement shall in no way affect such party's rights thereafter to enforce the same, nor shall the waiver by either party of any breach of any provision hereof be deemed to be a waiver by such party of any other breach of the same or any other provision hereof.

29 Authority

Each of the parties warrants its power to enter into this agreement and has obtained all necessary approvals to do so.

30 Effectiveness Post-Termination

Provisions in this agreement, which are expressed to operate or to have effect after the termination of the employment of the employee hereunder, shall remain in effect notwithstanding the termination of such employment.

I understand and accept the terms and conditions outlined above.

Signed: Date:/2021
[Aniket Bansal]

Signed: Date:/2021
[For and on behalf of Class 21A Technologies Private Limited]

Acceptance of this offer is deemed as a contractual agreement between yourself and the Company.



28th August 2021

To

Ms. Sakshi Gupta,

Father name: Mr. Gopal Prasad

Address: Laukaha, Madhubani, Bihar, 847421

With reference to your interview, you had with us, we are delighted to offer you the position of Executive **(Digital Marketing Department)** with TechKnowTen Technologies. Your training is scheduled to start effective 30th August 2021 for a period of three months. All of us at TechKnowTen Technologies are excited that you will be joining our team!

As such, your work will include training/probation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in the class. During the training period you will be paid Rs. 15,000 / month.

The project details and technical platform will be shared with you on or before commencement of training.

Upon successful completion of the probation period, we shall evaluate your performance and then take the decision to take for direct client engagement (domestic / international). Upon successful completion of probation period, you will be eligible **for revised compensation.**

Again, congratulations and we look forward to working with you

Regards,

Chitresh Kapoor
Business Head



/techknowten



+91-9810348287



www.techknowten.com



D-95, Sector 36, Noida - 201301

MAQ Software

Date: September 25, 2021

To,
Name: Shalini Khatri
Designation: Head CRC
College Name: I.T.S. Engineering College

On behalf of MAQ Software, I thank you and your placement team for all the arrangements and support we received for our recruitment drive.

The selected student for 6 months internship + FTE offer is required to join us on October 18, 2021.

Offer details:


#	Name of Student	Email ID	SE1 Offer	Internship Offer	CTC
1	Subash	subashal_cse18@its.edu.in	Yes	Yes	6,00,000 LPA

Stipend: Rs 36,000 per month

We look forward to continuing this association and build a strong working relationship with your institute.

Feel free to contact us at IndiaHR@MAQSoftware.com, in case of any queries.

Thanks

DocuSigned by:

E2B2C0873D794BE

Name: Abhishek Mahapatro

Designation: Senior Project Manager, MAQ Software



October 29, 2021

Sindhuza Singh

Dear Sindhuza,

We are pleased to offer you a career opportunity with VMware Software India Private Limited ("the Company") as **Associate Consultant**. In this capacity you will be reporting to **Dinesh Bhagat**. This offer is subject to your acceptance of the following terms and conditions:

Annual Base Salary: You will receive an Annual Base Salary of **INR 790,104** as set out in Annexure A hereof payable in arrears on the last working day of each month. Such salary shall be subject to all applicable Indian Income Tax requirements. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

In addition to the Annual Base Salary, the company will provide you with additional compensation and benefits components as set out in **Annexure A** to this letter ("Compensation Package")

Performance Bonus: You will be eligible to participate in VMware's Bonus Plan, pursuant to the terms and conditions of the Bonus Plan, as it may be amended from time to time. You will be eligible for an annual target bonus opportunity of **7%** of your eligible base pay. The bonus payment you receive will depend on VMware's achievement of its corporate goals and your individual performance, as determined by management. Newly hired employees are eligible for a pro-rated bonus if they have worked at least four full weeks in a bonus period. You must be employed on the bonus payment date to be eligible for a bonus payment. VMware reserves the right to modify or discontinue the Bonus Plan and/or your bonus opportunity at any time.

The base salary and On Target Earnings (if you are on a sales commission plan) provided in this offer letter is dependent upon your work location where you will perform your job duties as described in your Employment Contract. If you request to change your primary work location, you must first receive VMware approval in accordance with company policies. If you receive approval and relocate to another location, then your compensation and benefit arrangements will be re-evaluated and subject to change in accordance with VMware policies and applicable law.

Joining Bonus: A one-time sign-on bonus of **INR 75,000** less legal deductions will be paid within 45 days of your date of hire. If you terminate employment within your first year, you will be responsible for the reimbursement of the total amount of this bonus.

Relocation: VMware has retained Altair Global, a relocation management firm, to assist you with each step of your relocation. Your Altair consultant will be your primary point of coordination for your relocation, providing resources and addressing your questions; they will reach out to you sixty (60) days prior to your start date to get your relocation started.

Your Altair consultant will provide you with details on the following VMware relocation benefits support you will receive:

- **Lump Sum:** A lump sum payment that is intended for you to use at your discretion for relocation costs to your new work location. Your Altair consultant will review the amount you are eligible for based on your work location. This will be paid to you 30 days prior to your confirmed relocation date. Your Altair consultant will review the amount you are eligible for based on your work location and the payment process.
- **Travel Expenses:** Coverage of your travel expenses to your new work location. Your Altair consultant will book a one-way flight or process reimbursement for mileage.



VMware provides tax assistance on required withholding taxes for the relocation support services (this is known as a "gross-up").

Annual Leave: You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found online at our Company intranet HR web page.

Public Holidays: You will be granted public holidays as listed for office employees by the local Government.

Site of Employment: The initial place of posting will be **Bangalore, India**. However, the company may, in its business interests, transfer you to any of its other offices in India or overseas, on such terms and conditions as are applicable as on the date of transfer.

You may also be deputed to any of our associate, sister concerns, subsidiaries, group company or any other affiliated companies/concerns/organizations/firms with whom the Company may make an arrangement or agreement from time to time, on such terms and conditions that are not less favorable than as contained in this offer letter.

You agree to work in accordance with the Company's scheduled time. You recognize that your duties may require you to engage in travel on behalf of the Company and that flexible hours must be maintained based upon the needs of the customers. You expressly agree to accept such reasonable travel and hours of work without additional compensation to the extent allowed under local labor law.

Hours of work: You will be required to work, from Monday to Friday, for not less than forty (40) hours of each week, and if necessary, for additional hours as might be required for performing your duties competently, without extra remuneration. Should your position in the Company fall within a 24/7 operation, you will be required to work non-standard shifts including nights, weekends and/or statutory holidays, or alternate work arrangements, as determined by the Company. You may also be required to participate in an on-call rotation and carry an appropriate communication device for the same from time to time. Any change in work arrangement will be communicated at a later date as applicable.

Probation Periods: You will be required to serve a probationary period of six (6) months which period may, at the sole discretion of the Company, be extended for such further periods as the Company may consider fit. Your employment may be terminated at any time during the probationary period by either party by giving thirty (30) days written notice to the other party. The Company may, however, elect to pay you your salary in lieu of part or all of the notice period.

Duties and Responsibilities: You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, serve it faithfully and diligently and comply with all legal requirements applicable to you and all lawful directions issued to you by the Company from time to time.

You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company. Further, we have taken note that you are not bound by any competitive clauses by your current employer that would impact your availability and your ability to fully perform your obligations under your employment contract with the Company from the first day of employment.



Terms of Termination: After the conclusion of the probationary period, your employment may be terminated by either party at any time by giving thirty (30) days written notice to the other party. The Company may elect to pay you your salary in lieu of part or all of the notice period.

Your employment may, however, be terminated immediately and without notice at any time if you engage in serious misconduct, willfully or materially breach this agreement or are charged with any criminal offence which in the reasonable opinion of the Company brings the Company or any of its customers, partners or related entities into disrepute.

Effect of Termination: Upon expiry of this agreement pursuant to sections on Termination and Probation, you shall not be entitled to any compensation (other than salary for the days worked), severance pay, or indemnity whatsoever.

Policies and Procedures: You must comply with any policies and procedures (as amended from time to time) of the Company. Your employment is subject to the policies and rules of the Company as amended from time to time.

Entire Agreement: This Agreement, along with the VMware Offer Annex, constitutes the entire agreement between the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that matter.

E-Signature – Validity and Counterparts: Both You and the Company agree that the electronic (digital and/or encrypted) signatures of either party included in this Agreement is intended to authenticate their due consent to this agreement (including its annexures and exhibits) in writing and to have the same force and effect as original signatures by hand and accordingly, this Agreement may be executed by electronic signature and shall be considered as an original signature by hand for all purposes. Delivery of a copy of this Agreement (including its annexures and exhibits) or any other document contemplated hereby bearing an original or electronic signature by facsimile transmission or by electronic mail in “portable document format” (“.pdf”) form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature. Without limitation, “electronic signature” shall include faxed versions of an original signature or electronically scanned and transmitted versions (e.g., via pdf) of an original signature.

Conditions: The present agreement shall be interpreted and given effect exclusively in accordance with the laws of India. The parties agree to submit to the jurisdiction of the court of law in India, with respect to the adjudication of any dispute arising hereunder.

This offer of employment and your commencement and continuation of employment with VMware is conditional upon:

- (a) where relevant, the obtaining of all required employment and/or visa approvals from the relevant government authorities to enable you to work with VMware in India; and
- (b) VMware’s satisfaction with the results of any required reference and background checks as well as verification of your employment and salary history. Any false information provided by you or at your request at any stage of the hiring process may result in revocation of this offer of employment or immediate termination of your employment with no payment in lieu of notice or any other compensation to you, as applicable.

Please note that as a subsidiary of a US technology company, VMware is subject to certain restrictions on hiring nationals of the following countries: North Korea, Syria, Libya, Iran, Sudan, and Cuba. If you are a national of one of these countries, as a condition of this offer of employment, you are required to immediately notify the HR Shared Services Team at apachrss@vmware.com to enable them to determine if any such restrictions apply and their impact on your potential employment with VMware.



We are pleased to have you as a member of the Company and we look forward to working with you. We hope you will find VMware a great and rewarding place to be.

To indicate your acceptance of this offer, please review, sign and return one copy of this offer letter along with the signed VMware Confidentiality Information and Inventions Assignment Agreement and your proposed start date as confirmation of your acceptance of the terms set out within these documents. This offer expires 7 days from the date of this letter. If you do not accept or start by the required date, VMware reserves the right to withdraw this offer of employment.

Should you have any queries or require any clarification of any points, please do not hesitate to contact the Human Resources Department.

Best Regards

A handwritten signature in black ink that reads "Teena Gomes".

Teena Gomes,
Director, Regional HR Services



Annexure A Compensation and Benefits

Name: Sindhuza Singh
Position: Associate Consultant

PARTICULARS - AMT in INR (Per Annum)

- (i) ANNUAL BASIC SALARY: 395,052
- (ii) FLEXI BENEFIT PLAN: 395,052
- (iii) BASE SALARY (i)+(ii): 790,104
- (iv) TARGET BONUS (7%): 55,307
- (v) ON-TARGET EARNINGS (iii) + (iv): 845,411

Gratuity: You are entitled to a gratuity payment as per the provisions of the Payment of Gratuity Act, 1972 and any applicable Company policy.

Provident Fund: You will be required to subscribe to the applicable provident fund scheme. The Company will contribute towards the Provident Fund as required and published by the Indian Government from time to time.

Domiciliary Medical: This will be paid on a monthly basis and will be subject to exemptions available under the Income Tax Act and the respective schemes as published by the Indian Government from time to time.

Group MediClaim Insurance: All employees are covered under group MediClaim insurance, as per the Company policy. Under current policy, employee and dependents are covered up to INR 500,000 per year on a family (1+5) floater basis. The term family includes employee, spouse, children (up to 2 children) and parents.

An additional coverage of INR 200,000, INR 300,000, INR 500,000, INR 1,000,000 and INR 1,500,000 over and above the INR 500,000 per year coverage is available. The benefits of the policy are the same as the existing policy. The cost of incremental coverage will be borne by the employee.

Medical insurance cover for employee and dependents as declared at the time of joining by employee will be effected by default from the date of joining the Company. To facilitate prompt enrollment, employees are required to provide all information necessary for the insurance policy immediately on joining.

Mid-term inclusion and insurance coverage for newly married spouse and newborn infant is allowed. To facilitate prompt enrollment, employees are required to provide/update all necessary information with insurance company within 30 days of the event (marriage/ childbirth).

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Group Term Life Insurance: All employees are covered under group term life insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The term insurance cover for employees is covered from date of joining the Company.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.



Group Personal Accident Insurance: All employees are covered under group personal accident insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The personal accident insurance cover for employees is covered from date of joining the Company. The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Employee Deposit Linked Insurance: All employees are covered under employee deposit linked insurance, as per the Company policy. Under current policy, flat cover of INR 601,000 per year is available for all employees. The employee deposit linked insurance cover for employees is covered from date of joining the Company.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

For detailed information, please refer to policies on VMware intranet. Company benefits and policies are subject to withdrawal, change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.



ACCEPTANCE

I have read, understood and accept the terms and conditions of the above Offer Letter including the compensation package relating to my services and employment with VMware Software India Private Limited.



Employee Signature

Oct 29, 2021
Date

Sindhuza Singh
Employee Name

Jul 13, 2022
Tentative Start Date

Instructions:

1. Electronically sign and date this letter.
 - a. VMware India Confidential Information and Inventions Assignment Agreement
 - b. VMware India Securities Policy
 - c. VMware India Data Privacy Authorization for New Hires
 - d. VMware India Anti-Harassment Policy
 - e. VMware New Hire Privacy Agreement
 - f. Global Respectful Workplace Policy
 - g. VMware Business Conduct Guidelines and Receipt and Acknowledgement

Dated : Oct 04, 2021

To,
Anand Pandey
H- no. B- 25 Third Floor Street
No. B-3,
Hanuman Mandir Ganesh Nagar,
Pandav Nagar Complex East
Delhi

LETTER OF OFFER

Ref.No. **NDA/5516/6762**

Dear Anand,

It is our pleasure to extend the following offer of employment to you on behalf of **Progressive Infotech Pvt. Ltd.**

1. You will be designated as **TRAINEE** .
2. Your tentative posting will be at **PROGRESSIVE INFOTECH PVT. LIMITED.**
3. Your remuneration would be as per our discussion and an Appointment Letter detailing the compensation, bonus and other details will be issued to you on the date of joining. Please note that you are required to sign and submit a copy of the same on the date of joining.
4. Please bring copies of the following documents at the time of your joining :
 - . Copy of technical Certifications/trainings attended
 - . Academic Certificates(10th, 12th, Graduation/Professional)
 - . Appointment letter of previous employer
 - . Relieving Certificate/Resignation of previous employer
 - . Salary Slip (2 copies self attested)
 - . Six recent high resolution passport size photographs with white background.
 - . Proof of residential address (permanent as well as place of stay), if the two are different
 - . Medical Fitness Certificate
 - . PAN CARD/Applied for Document (2 copies self attested).
 - . AADHAR CARD (2 copies self attested).
 - . Cancelled cheque/Bank passbook/Bank statement for UAN KYC (Name should be printed).
 - . If already PF member then previous UAN passbook is required.

Please note that all the above documents are mandatory to complete the joining formalities.

- 5 A copy of any of the following documents is required for the Bank Account purpose, so that your corporate salary A/C can be opened :
 - i) Driving License
 - ii) Voter ID card
 - iii) Valid Passport

Kindly carry the originals for verification.

Terms & Conditions:

- * You will be on probation for a period of 3 Months from the first of the calendar month following the date of your joining. The probation period can be extended at the discretion of the Company under discussion with you and your reporting manager. In case your probation period is not extended by means of a written communication, your services will be deemed to be confirmed.
- * **This offer is subject to a satisfactory reference check of your credentials as per our Background Verification Process (BGV), covering your educational qualifications, including certifications and other documents authentication, previous employer feedbacks, medical condition history and declaration etc. The continuation of your employment will be subject to a clean BGV report and your remaining physically and mentally fit (as declared by you during selection process) during course of your employment with the Company.**
- * This offer is subject to a satisfactory reference check of your credentials being conducted by the Company, covering your educational qualifications, including certificates and other documents authentication, previous experience, medical declaration etc. The continuation of your services will be subject to receiving a clean certificate from the investigating agency and remaining physically and mentally fit (as declared by you during selection process) during course of your employment with the Company.
- * The Company shall have the right to terminate your service without notice, if the information given by you at the time of interview or in the application is found to be incorrect or in case of any serious misconduct or if the reference check leads to an adverse report of your credentials.
- * You will be required to give an undertaking on confidentiality and non-competition as per the document given to you separately at the time of joining.
- * Kindly confirm your acceptance of the above terms and conditions and the date of joining, within 2 days of receiving the offer letter, by reverting to the offer mail. In case we do not receive your acceptance, this offer shall stand withdrawn automatically.
- * This offer is valid if you join Progressive on or before 05 Oct 2021. Please report to HR Department at 9:00 am on the date of joining at the following address :-
PROGRESSIVE INFOTECH PVT. LIMITED
A-26,
Sector-83
NOIDA U.P. - 201305
- * For any queries please contact :- Juhi Saraswat
 Tel:- 0120 - 6233935 Email Id:-juhi@centilytics.com

Note : Kindly note that appointment letter, ID card & salary will not be processed till all the documentation part is completed .

Yours faithfully,
For Progressive Infotech Pvt Ltd

Prateek Garg
Managing Director

Acceptance

Signature:

Name:
Date:

This is a system generated letter therefore signatures are not required

**4th February
Ms. Apurwa
Jamshedpur, 831011
India**

Dear Apurwa

We are pleased to inform you that your application for an Internship program has been accepted.

We are pleased to offer you an appointment for the position of **SDET Associate at B8**. Your internship with **Hashedin Technologies Private Limited** ("Company") will be in Bengaluru. The Internship program is for a duration of **Four Months** beginning **7th March 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

This will be followed by a job offer of SDET Engineer- I at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 7,84,000/- (Rupees Seven Lakhs Eighty Four Thousand Only). You can refer to the following table for the breakup.

Component	Amount in INR
Fixed CTC	₹ 587500
Performance Variable Bonus Upto	₹ 97000
Total Cost to Company	₹ 784000
Joining Bonus (One Time Payment)	₹ 100000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **Hashedin Technologies Private Limited**
Best Regards,

Authorized Signatory

Signature

Date

CONFIRMATION PAGE

The undersigned hereby confirms that he has signed and accepted the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") in consideration of his internship with **Hashedin Technologies Private Limited** as **SDET Associate** subject to the following:

- The Agreement shall be valid from **7th March 2022** to **29th July 2022**
- The conditions relating to Notice Period, Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Any reference to "Employment" in the Agreement shall mean "Internship".
- Any reference to "Employer" in the Agreement shall mean "Company".
- Any reference to myself as an "Employee" in the Agreement shall mean "Intern".
- Any reference to "Employment Agreement" in the Agreement shall mean "Internship Agreement".

Signed and Accepted

Candidate Name

Date: _____

CONFIDENTIALITY AND WAIVER AGREEMENT

This Confidentiality and Waiver Agreement (the "Agreement") is effective as of **7th March 2022** ("Effective Date") is by and between:

Hashedin Technologies Private Limited having its registered office at Bengaluru (referred to as "Company") **Apurwa**, residing at **Jamshedpur** (referred to as "Recipient") hereby agree as follows:

1. The Recipient has applied to the Company for an Internship Program with the Company (referred to as "Internship"). The Company has accepted the application of the Recipient for Internship at the Company's premises from **7th March 2022** to **29th July 2022**.
2. The Recipient will comply with all rules, regulations, guidelines, policies and practices of the Company, which may be amended from time to time.
3. In consideration of the Recipient's participation in the Internship, the Recipient, for himself and his heirs, executors, administrators, representatives, assigns and successors in interest (hereinafter collectively "successors") forever waive and release the Company, its affiliates, Deloitte LLP and its subsidiaries, affiliates and related entities, Deloitte Touche Tohmatsu Limited ("DTTL") and any and all DTTL associate and member firms, all their respective, past, present and future parent companies, subsidiaries, officers, directors, employees, members, partners, principals, successors, transferees and assigns (collectively "Released Parties") from any and all claims, causes of action, liabilities, obligations, damages, losses, demands, judgments, costs and expenses, of every kind, nature or form, including, without limitation, attorney's fees, whether in contract, statute, tort (such as negligence) or otherwise, relating to, arising from or in any way, directly or indirectly, connected to, or arising out of the Recipient's participation in or association with the Internship, including any travel to or return from the Internship at the Company's premises.
4. The Company may disclose to the Recipient certain confidential, proprietary or non-public business information and/or trade secrets, which may also include information, materials, and ideas of or about the Company, its affiliates, related entities of Deloitte U.S. Entities, DTTL and its network of member firms or their affiliates, or clients, vendors, licensors or other persons, which materials, information or ideas are not generally known to the public, including, without limitation, discussion, presentation, materials, information or ideas relating to business plans, operations, products, services, methods, procedures, clients or prospective clients, equipment, or systems, whether in written, oral or any other form and also includes personally identifiable information about employees (including name, address, date of birth, photographs, government identifiers like PAN, license etc.) (referred to as the "Confidential Information") from the Effective Date onwards.
5. From the Effective Date onwards, Recipient shall not disclose such Confidential Information and shall hold it in trust for the sole benefit of the Company. Any other details provided to or otherwise made available to the Recipient by the Company or otherwise obtained or learnt by the Recipient are also covered under this Agreement and is to be treated as Confidential Information.
6. From the Effective Date onwards in relation to Confidential Information, Recipient agrees that:
 - I. Recipient shall not disclose the Confidential Information to anyone.
 - II. Recipient shall not copy or reproduce, in whole or in part, any Confidential Information without prior written authorization of the Company; and
 - III. Recipient shall promptly return or, with Company's prior written approval, destroy all Confidential Information and copies thereof.
7. Recipient acknowledges that the Confidential Information has tangible value and contains personal and proprietary information and that the Company will suffer irreparable damage for which money damages will not be a sufficient remedy in the event of a breach of any provision of this Agreement. The Company shall be entitled to specific performance and injunctive relief as remedies for any breach or threatened breach of any provision of this Agreement and such remedies shall not be deemed to

be exclusive remedies for such breach or threatened breach by Recipient but shall be in addition to all other remedies available to the Company at law or in equity.

8. Recipient shall indemnify and hold harmless the Company, and their respective partners, principals and employees from and against any and all claims, obligations, losses, injuries, damages, reasonable costs and reasonable expenses (including, without limitation, reasonable attorneys' fees) incurred or suffered by reason of any breach by Recipient of any of the provisions of this Agreement.
9. Waivers and Amendments
 - (i) No delay or omission by any party in enforcing its rights or remedies hereunder shall impair such right or remedy or be deemed to be a waiver thereof.
 - (ii) No amendment or waiver shall be valid unless in writing and signed by both parties.
10. This Agreement shall be governed by the laws of India.

IN WITNESS WHEREOF, the Company and Recipient have caused this Agreement to be executed by their duly authorized representatives effective as of the date first above written.

Hashedin Technologies Private Limited	Apurwa Date: Place: Jamshedpur
--	--

Fwd: Fw: List of selected candidates: Little Genius Toys

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Sat, Oct 16, 2021 at 9:43 AM

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

From: gm . <gm@littlegenustoys.in>

Date: Wed, Oct 13, 2021 at 5:29 PM

Subject: Fw: List of selected candidates: Little Genius Toys

To: Shalini Khatri <shalini.khatri@its.edu.in>, LITTLE GENIUS <contact@littlegenustoys.in>, gm . <gm@littlegenustoys.in>

Dear Madam,

Greeting from Little Genius Toys.

We are happily announce that the following candidate have seen selected to join our company.

1. Mr. Yashvant Yadav
2. Mr. Mukesh Kumar
3. Mr. Ritesh Sharma
4. Mr. Manas Sonwane
5. Mr. Harshit RoY

Note:-

- A) Post: - Assistant Production Manager followed by 3 month internship.
- B) Honorarium during Internship – Rs. 13000/- per month. After 3 months of successful completion Salary Rs. 15000/- per month.
- C) The job is permanent.
- D) All candidate need to submit their original for scrutiny.
- E) The date and time of joining – 18 Oct.2021, 9:00 am.
- F) Place of posting.- Little Genius Toys Pvt. Ltd. Plot No.-58, Toy City, Udyog Kendra, Ecotech-III; Greater Noida-201306, District Gautam Budh Nagar, (Delhi NCR), U.P.

G) Waitlisted candidates will be informed for joining suitably, if the candidate fails to join from the above list on the date of joining.

Thanks & Regards

For Little Genius Toys Pvt. Ltd.

Sharad Kumar Mishra
General Manager-Production
Plot No.-58, Toy City , Udyog Kendra, Ecotech-III; Greater Noida-201306
District Gautam Budh Nagar, (Delhi NCR), U.P.
Website: <http://www.littlegeniustoys.in>
E-Mail: gm@littlegenius.in; littlegeniustoys@yahoo.com

Plant trees save the planet. EVERY DAY IS EARTH DAY - SAVE OUR EARTH.

C

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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Fwd: ITS Engineering College, Gr. Noida_ACC Cement: Invitation- Campus Placement Batch 2022.

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Sat, Feb 26, 2022 at 11:21 AM

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

From: **Nirmal SINGH** <nirmal.singh@acclimited.com>

Date: Thu, Feb 24, 2022, 18:53

Subject: Re: ITS Engineering College, Gr. Noida_ACC Cement: Invitation- Campus Placement Batch 2022.

To: Shalini Khatri <shalini.khatri@its.edu.in>

Dear Shalini Mam

Greetings from ACC Limited!!!

Pls find the list of students those who have cleared their final round of interviews and got selected as GET's for ACC Concrete.

Selected Students on Interview on 23/02/2022

Sr. No.	NAME	BRANCH	COLLEGE	E-mail ID
1	IMRAN	ME	ITS	imransa_me18@its.edu.in
2	NAZIR ANSARI	ME	ITS	nansari9651@gmail.com
3	MUKESHN KUMAR	ME	ITS	mukeshkumarkr_me18@its.edu.in
4	SHIVAM PRATAP	ME	ITS	spsinghraj23@gmail.com
5	LOVELY GUPTA	CE	ITS	lovelygupta016@gmail.com
6	SANJAY	CE	ITS	sanjayml_ce18@its.edu.in

All the very best to all & Good Luck!!!

Many many thanks for your support!!!!

Best Regards

Nirmal Singh

Area HR-North, ACC Concrete

(QCI CERTIFIED PLANTS)

ACC Limited

13A / 1, Udyog Kendra

Gr.Noida, U.P. - 201304

nirmal.singh@acclimited.com

website: www.acclimited.com["Innovative concrete solutions proudly delivered by people you can trust"](#)

ITS Engineering College

46, Knowledge park-III, Greater Noida- 201310

Ph: 0120- 2331000, 2331001

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Fwd: Fw: List of selected candidates: Little Genius Toys

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Sat, Oct 16, 2021 at 9:43 AM

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

From: gm . <gm@littlegenustoys.in>

Date: Wed, Oct 13, 2021 at 5:29 PM

Subject: Fw: List of selected candidates: Little Genius Toys

To: Shalini Khatri <shalini.khatri@its.edu.in>, LITTLE GENIUS <contact@littlegenustoys.in>, gm . <gm@littlegenustoys.in>

Dear Madam,

Greeting from Little Genius Toys.

We are happily announce that the following candidate have seen selected to join our company.

1. Mr. Yashvant Yadav
2. Mr. Mukesh Kumar
3. Mr. Ritesh Sharma
4. Mr. Manas Sonwane
5. Mr. Harshit RoY

Note:-

- A) Post: - Assistant Production Manager followed by 3 month internship.
- B) Honorarium during Internship – Rs. 13000/- per month. After 3 months of successful completion Salary Rs. 15000/- per month.
- C) The job is permanent.
- D) All candidate need to submit their original for scrutiny.
- E) The date and time of joining – 18 Oct.2021, 9:00 am.
- F) Place of posting.- Little Genius Toys Pvt. Ltd. Plot No.-58, Toy City, Udyog Kendra, Ecotech-III; Greater Noida-201306, District Gautam Budh Nagar, (Delhi NCR), U.P.

G) Waitlisted candidates will be informed for joining suitably, if the candidate fails to join from the above list on the date of joining.

Thanks & Regards

For Little Genius Toys Pvt. Ltd.

Sharad Kumar Mishra
General Manager-Production
Plot No.-58, Toy City , Udyog Kendra, Ecotech-III; Greater Noida-201306
District Gautam Budh Nagar, (Delhi NCR), U.P.
Website: <http://www.littlegeniustoys.in>
E-Mail: gm@littlegenius.in; littlegeniustoys@yahoo.com

Plant trees save the planet. EVERY DAY IS EARTH DAY - SAVE OUR EARTH.

C

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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Fwd: Wipro Campus Update_LOI

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Nov 10, 2021 at 3:35 PM

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

From: **manas sonwane** <manassonwane_me18@its.edu.in>
Date: Wed, Nov 10, 2021 at 3:34 PM
Subject: Fwd: Wipro Campus Update_LOI
To: Shalini Khatri <shalini.khatri@its.edu.in>

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

From: **Campus HR Team** <wipro+email+2hc8b-b5b251a30f@talent.icims.com>
Date: Mon, Nov 8, 2021, 16:24
Subject: Wipro Campus Update_LOI
To: <manassonwane99@gmail.com>

November 8, 2021

Dear manas sonwane ,
Resume Number - 23048672

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

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

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

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

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

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to manassonwane99@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=545D23048672&contactId=14082732>

© Wipro Limited, [Doddakannelli, Sarjapur Road Bengaluru 560 035 IND](#)

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

Connect with us:-



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Letter of Intent (LOI)

Superset ID: 2211518

January 07, 2022

Dear HARSHIT ROY,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 2 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 2 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources

Date:18th Oct 2021

LETTER OF INTENT

Dear Vikash khatana,

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in "**Cyber Security Track**" and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.
2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.
1. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.
2. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com

3. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.
4. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.
5. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.
6. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.
7. You are required to provide full attention and complete your internship program successfully.
8. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.
9. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
- 10. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.**
11. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

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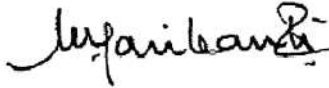
12. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

13. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited



P R Manikantan

Senior Director, Campus and Institutional Alliances

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

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DECLARATION

I, Vikash Khatana, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) with greater than or equal to 60% marks in my graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

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result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.2 Lacs per annum or as CSS Corp may determine at that point of time.**

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: **Vikash Khatana**
Date: **23/10/21**

Signature of the Candidate



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Annexure Curriculum Outline

Networking = Curriculum Outline (Common)

- TCP/IP Protocol Suite, Deep Dive – Protocol /Packet Level/ Header Level
- ARP, (RARP, Proxy ARP, GARP), ICMP, IP, TCP, UDP, DHCP, DNS, HTTP (S), FTP, Telnet, SNMP & SMTP
- IP Addressing & Subnetting VLSM, IPv4, IPv6
- Network Devices - Hub, Switches, Routers & Gateway
- LAN Switching - MAC table, STP, RSTP, MSTP, VRRP, VLAN, Tagging, Inter VLAN Routing
- Routing: Routing Table, Default Route, Static Route, Dynamic Routing, RIP, OSPF, BGP

Troubleshooting:

- Problem investigation & diagnosis
- Layered Troubleshooting
- Resolution
- Deep packet inspection using Wireshark packet capture & analysis tool
- Understand packet flow analysis i.e., life of a packet / session
- Log collection, analysis & interpretation
- Debugging of log files
- Using TCP/IP utilities

Cyber Security - Enterprise Next Gen Firewall

- State full & Stateless Firewall & Network Address Translation
- Firewall Policies, Filters, content filtering, web filtering, URL Filtering
- VPN - Route based, Policy based, Site to site & remote access VPN
- IPsec - Internet Security Association and Key Management Protocol (ISAKMP) & IKE Concepts
- SSL / TSL - Transport Layer Security
- Firewall Clustering - Active-Active, Active-Passive
- AAA protocols

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Definition of Terms

Virtual Internship: Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

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Undertaking

I, Vikash Khatana ✓ Son/Daughter of Mrs. Meenakshu residing at _____
Grama-2, Greater Noida studying B.Tech (CSE) degree in
IIS Engineering College, am fully aware of the terms and conditions, and am willing to
undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this
internship program and will seek for a long-term career with your esteemed organization if I am offered
employment.

Name: Vikash Khatana
Date: 23/10/21

Signature of the Candidate



Name: Mrs. Meenakshu
Date: 23/10/21

Signature of the Parent



CSS Corp Private Limited

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Fwd: Final Selections_ Nucleus Software_ 13th October 2021.

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Tue, Oct 19, 2021 at 11:36 AM

Hillal sir plz update.

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

From: **Sapna Pandey** <sapna.pandey@nucleussoftware.com>

Date: Tue, Oct 19, 2021, 11:09

Subject: RE: Final Selections Rescheduling_ Interview Link not working_ Nucleus Software_ 13th October 2021.

To: Shalini Khatri <shalini.khatri@its.edu.in>

Cc: Ashok Kumar1 <Ashok.Kumar1@nucleussoftware.com>

Dear Shalini,

Following 5 students have been selected by us to release the final offers.

Kindly let me know by when these students are available to join us. Accordingly we will process their offers.

Monika Sharma
Rashid Makki
Sweeta Pal Singh
Tanmay Srivastava
Umra Khan

Regards,

Sapna

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001



Date:18th Oct 2021

LETTER OF INTENT

Dear Shivansh Sharma,

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in "**Full Stack Development Track**" and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.
2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.
3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.
4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

CSS Corp Private Limited

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- qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.
6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.
 7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.
 8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.
 9. You are required to provide full attention and complete your internship program successfully.
 10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.
 11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
 12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.
 13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

CSS Corp Private Limited

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14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.
15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

A handwritten signature in black ink, appearing to read "P R Manikantan", is written over a light blue rectangular background.

P R Manikantan

Senior Director, Campus and Institutional Allian

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

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31st January 2022
Ms. Riya Singh
North West Delhi, 110085
India

Dear Riya Singh

We are pleased to inform you that your application for an Internship program has been accepted.

We are pleased to offer you an appointment for the position of **SDET Associate at B8**. Your internship with **Hashedin Technologies Private Limited** ("Company") will be in Bengaluru. The Internship program is for a duration of **Four Months** beginning **7th March 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

This will be followed by a job offer of SDET Engineer- I at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 7,84,000/- (Rupees Seven Lakhs Eighty Four Thousand Only). You can refer to the following table for the breakup.

Component	Amount in INR
Fixed CTC	₹ 587500
Performance Variable Bonus Upto	₹ 97000
Total Cost to Company	₹ 784000
Joining Bonus (One Time Payment)	₹ 100000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **Hashedin Technologies Private Limited**
Best Regards,

Authorized Signatory


Signature

12/02/2022
Date

CONFIRMATION PAGE

The undersigned hereby confirms that he has signed and accepted the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") in consideration of his internship with **Hashedin Technologies Private Limited** as **SDET Associate** subject to the following:

- The Agreement shall be valid from **7th March 2022** to **29th July 2022**
- The conditions relating to Notice Period, Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Any reference to "Employment" in the Agreement shall mean "Internship".
- Any reference to "Employer" in the Agreement shall mean "Company".
- Any reference to myself as an "Employee" in the Agreement shall mean "Intern".
- Any reference to "Employment Agreement" in the Agreement shall mean "Internship Agreement".

Signed and Accepted 

Candidate Name RIYA SINGH

Date: 12/02/2022

CONFIDENTIALITY AND WAIVER AGREEMENT

This Confidentiality and Waiver Agreement (the "Agreement") is effective as of **7th March 2022** ("Effective Date") is by and between:

Hashedin Technologies Private Limited having its registered office at Bengaluru (referred to as "Company") **Riya Singh**, residing at **North West Delhi** (referred to as "Recipient") hereby agree as follows:

1. The Recipient has applied to the Company for an Internship Program with the Company (referred to as "Internship"). The Company has accepted the application of the Recipient for Internship at the Company's premises from **7th March 2022** to **29th July 2022**.
2. The Recipient will comply with all rules, regulations, guidelines, policies and practices of the Company, which may be amended from time to time.
3. In consideration of the Recipient's participation in the Internship, the Recipient, for himself and his heirs, executors, administrators, representatives, assigns and successors in interest (hereinafter collectively "successors") forever waive and release the Company, its affiliates, Deloitte LLP and its subsidiaries, affiliates and related entities, Deloitte Touche Tohmatsu Limited ("DTTL") and any and all DTTL associate and member firms, all their respective, past, present and future parent companies, subsidiaries, officers, directors, employees, members, partners, principals, successors, transferees and assigns (collectively "Released Parties") from any and all claims, causes of action, liabilities, obligations, damages, losses, demands, judgments, costs and expenses, of every kind, nature or form, including, without limitation, attorney's fees, whether in contract, statute, tort (such as negligence) or otherwise, relating to, arising from or in any way, directly or indirectly, connected to, or arising out of the Recipient's participation in or association with the Internship, including any travel to or return from the Internship at the Company's premises.
4. The Company may disclose to the Recipient certain confidential, proprietary or non-public business information and/or trade secrets, which may also include information, materials, and ideas of or about the Company, its affiliates, related entities of Deloitte U.S. Entities, DTTL and its network of member firms or their affiliates, or clients, vendors, licensors or other persons, which materials, information or ideas are not generally known to the public, including, without limitation, discussion, presentation, materials, information or ideas relating to business plans, operations, products, services, methods, procedures, clients or prospective clients, equipment, or systems, whether in written, oral or any other form and also includes personally identifiable information about employees (including name, address, date of birth, photographs, government identifiers like PAN, license etc.) (referred to as the "Confidential Information") from the Effective Date onwards.
5. From the Effective Date onwards, Recipient shall not disclose such Confidential Information and shall hold it in trust for the sole benefit of the Company. Any other details provided to or otherwise made available to the Recipient by the Company or otherwise obtained or learnt by the Recipient are also covered under this Agreement and is to be treated as Confidential Information.
6. From the Effective Date onwards in relation to Confidential Information, Recipient agrees that:
 - I. Recipient shall not disclose the Confidential Information to anyone.
 - II. Recipient shall not copy or reproduce, in whole or in part, any Confidential Information without prior written authorization of the Company; and
 - III. Recipient shall promptly return or, with Company's prior written approval, destroy all Confidential Information and copies thereof.
7. Recipient acknowledges that the Confidential Information has tangible value and contains personal and proprietary information and that the Company will suffer irreparable damage for which money damages will not be a sufficient remedy in the event of a breach of any provision of this Agreement. The Company shall be entitled to specific performance and injunctive relief as remedies for any breach or threatened breach of any provision of this Agreement and such remedies shall not be deemed to

be exclusive remedies for such breach or threatened breach by Recipient but shall be in addition to all other remedies available to the Company at law or in equity.

8. Recipient shall indemnify and hold harmless the Company, and their respective partners, principals and employees from and against any and all claims, obligations, losses, injuries, damages, reasonable costs and reasonable expenses (including, without limitation, reasonable attorneys' fees) incurred or suffered by reason of any breach by Recipient of any of the provisions of this Agreement.
9. Waivers and Amendments
 - (i) No delay or omission by any party in enforcing its rights or remedies hereunder shall impair such right or remedy or be deemed to be a waiver thereof.
 - (ii) No amendment or waiver shall be valid unless in writing and signed by both parties.
10. This Agreement shall be governed by the laws of India.

IN WITNESS WHEREOF, the Company and Recipient have caused this Agreement to be executed by their duly authorized representatives effective as of the date first above written.

Hashedin Technologies Private Limited	Riya Singh Date: Place: North West Delhi
--	--

Selected_ HashedIn by Deloitte

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Thu, Dec 23, 2021 at 3:27 PM

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

From: **Kumari, Varsha** <varskumari@deloitte.com>

Date: Thu, Dec 23, 2021 at 3:17 PM

Subject: RE: HashedIn by Deloitte_Campus Recruitment 2022_ Job Opportunities

To: Shalini Khatri <shalini.khatri@its.edu.in>

Cc: Shetty, Shravya <shravshetty@deloitte.com>, Dash, Priyanka <prdash@deloitte.com>

Dear Team,

Greetings!

PFB the Final selected candidates from overall interview process.

Name	Email ID	Status	Role Offered
Riya singh ITS (SDET)	riyasinghpks_cse18@its.edu.in	Selected	Intern + SDET Engineer- I
Sagar Kumar Thakur ITS (SDET)	sagarkumarthakurakt_ece18@its.edu.in	Selected	Intern + SDET Engineer- I
Chetna Pal ITS (QA)	chetnapalrk_cse18@its.edu.in	Selected	Intern + QA Engineer- I
DIVYANSHI ITS (QA)	divyanshirajput2000@gmail.com	Selected	Intern + QA Engineer- I
Naman Kashyap ITS (QA)	namankashyaprkcse18@its.edu.in	Selected	Intern + QA Engineer- I
Manish Kumar ITS (QA)	manishkumarsm_cse18@its.edu.in	Selected	Intern + QA Engineer- I
Abhishek Kushwaha ITS (QA)	abhishekkushwahasnk_cse18@its.edu.in	Selected	Intern + QA Engineer- I

Nikita ITS (QA)	nikitamks_cse18@its.edu.in	Selected	Intern + QA Engineer- I
Abhishek Kumar ITS (QA)	abhishekkumarks_cse18@its.edu.in	Selected	Intern + QA Engineer- I
Ujjawal Kumar ITS (QA)	ujjawalkumarsks_cse18@its.edu.in	Selected	Intern + QA Engineer- I

Regards,

Varsha Kumari

Recruitment Analyst- Campus Recruiter

[HashedIn By Deloitte](#)

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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1st February 2022
Mr. Manish Kumar
New Delhi, 110085
India

Dear Manish Kumar

We are pleased to inform you that your application for an Internship program has been accepted.

We are pleased to offer you an appointment for the position of : **Quality Associate** at **B8**. Your internship with **Hashedin Technologies Private Limited** ("Company") will be in Bengaluru. The Internship program is for a duration of **Four Months** beginning **7th March 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

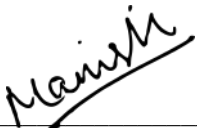
This will be followed by a job offer of **Quality Engineer-I** at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 7,12,500/- (Rupees Seven Lakhs Twelve Thousand Five Hundred Only). You can refer to the following table for the breakup.

Component	Amount in INR
Fixed CTC	₹ 525000
Performance Variable Bonus Upto	₹ 87500
Total Cost to Company	₹ 712500
Joining Bonus (One Time Payment)	₹ 100000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **Hashedin Technologies Private Limited**
Best Regards,

Authorized Signatory



Signature

10-Feb-2022

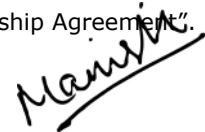
Date

CONFIRMATION PAGE

The undersigned hereby confirms that he has signed and accepted the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") in consideration of his internship with **Hashedin Technologies Private Limited** as **Quality Associate** subject to the following:

- The Agreement shall be valid from **7th March 2022** to **29th July 2022**
- The conditions relating to Notice Period, Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Any reference to "Employment" in the Agreement shall mean "Internship".
- Any reference to "Employer" in the Agreement shall mean "Company".
- Any reference to myself as an "Employee" in the Agreement shall mean "Intern".
- Any reference to "Employment Agreement" in the Agreement shall mean "Internship Agreement".

Signed and Accepted



Candidate Name **Manish Kumar**

Date: 10-Feb-2022

CONFIDENTIALITY AND WAIVER AGREEMENT

This Confidentiality and Waiver Agreement (the "Agreement") is effective as of **7th March 2022** ("Effective Date") is by and between:

Hashedin Technologies Private Limited having its registered office at Bengaluru (referred to as "Company") **Manish Kumar**, residing at **New Delhi** (referred to as "Recipient") hereby agree as follows:

1. The Recipient has applied to the Company for an Internship Program with the Company (referred to as "Internship"). The Company has accepted the application of the Recipient for Internship at the Company's premises from **7th March 2022** to **29th July 2022**.
2. The Recipient will comply with all rules, regulations, guidelines, policies and practices of the Company, which may be amended from time to time.
3. In consideration of the Recipient's participation in the Internship, the Recipient, for himself and his heirs, executors, administrators, representatives, assigns and successors in interest (hereinafter collectively "successors") forever waive and release the Company, its affiliates, Deloitte LLP and its subsidiaries, affiliates and related entities, Deloitte Touche Tohmatsu Limited ("DTTL") and any and all DTTL associate and member firms, all their respective, past, present and future parent companies, subsidiaries, officers, directors, employees, members, partners, principals, successors, transferees and assigns (collectively "Released Parties") from any and all claims, causes of action, liabilities, obligations, damages, losses, demands, judgments, costs and expenses, of every kind, nature or form, including, without limitation, attorney's fees, whether in contract, statute, tort (such as negligence) or otherwise, relating to, arising from or in any way, directly or indirectly, connected to, or arising out of the Recipient's participation in or association with the Internship, including any travel to or return from the Internship at the Company's premises.
4. The Company may disclose to the Recipient certain confidential, proprietary or non-public business information and/or trade secrets, which may also include information, materials, and ideas of or about the Company, its affiliates, related entities of Deloitte U.S. Entities, DTTL and its network of member firms or their affiliates, or clients, vendors, licensors or other persons, which materials, information or ideas are not generally known to the public, including, without limitation, discussion, presentation, materials, information or ideas relating to business plans, operations, products, services, methods, procedures, clients or prospective clients, equipment, or systems, whether in written, oral or any other form and also includes personally identifiable information about employees (including name, address, date of birth, photographs, government identifiers like PAN, license etc.) (referred to as the "Confidential Information") from the Effective Date onwards.
5. From the Effective Date onwards, Recipient shall not disclose such Confidential Information and shall hold it in trust for the sole benefit of the Company. Any other details provided to or otherwise made available to the Recipient by the Company or otherwise obtained or learnt by the Recipient are also covered under this Agreement and is to be treated as Confidential Information.
6. From the Effective Date onwards in relation to Confidential Information, Recipient agrees that:
 - I. Recipient shall not disclose the Confidential Information to anyone.
 - II. Recipient shall not copy or reproduce, in whole or in part, any Confidential Information without prior written authorization of the Company; and
 - III. Recipient shall promptly return or, with Company's prior written approval, destroy all Confidential Information and copies thereof.
7. Recipient acknowledges that the Confidential Information has tangible value and contains personal and proprietary information and that the Company will suffer irreparable damage for which money damages will not be a sufficient remedy in the event of a breach of any provision of this Agreement. The Company shall be entitled to specific performance and injunctive relief as remedies for any breach or threatened breach of any provision of this Agreement and such remedies shall not be deemed to

be exclusive remedies for such breach or threatened breach by Recipient but shall be in addition to all other remedies available to the Company at law or in equity.

8. Recipient shall indemnify and hold harmless the Company, and their respective partners, principals and employees from and against any and all claims, obligations, losses, injuries, damages, reasonable costs and reasonable expenses (including, without limitation, reasonable attorneys' fees) incurred or suffered by reason of any breach by Recipient of any of the provisions of this Agreement.
9. Waivers and Amendments
 - (i) No delay or omission by any party in enforcing its rights or remedies hereunder shall impair such right or remedy or be deemed to be a waiver thereof.
 - (ii) No amendment or waiver shall be valid unless in writing and signed by both parties.
10. This Agreement shall be governed by the laws of India.

IN WITNESS WHEREOF, the Company and Recipient have caused this Agreement to be executed by their duly authorized representatives effective as of the date first above written.

Hashedin Technologies Private Limited	Manish Kumar Date: Place: New Delhi
--	---

Fwd: Cognizant Campus Hiring 2022 Results- GenC, GenC Elevate & GenC Next

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Dec 29, 2021 at 12:44 PM

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

From: <Garima.Behl@cognizant.com>

Date: Wed, Dec 29, 2021 at 12:22 PM

Subject: Cognizant Campus Hiring 2022 Results- GenC, GenC Elevate & GenC Next

To: <shalini.khatri@its.edu.in>

Cc: <Maya.Sreekumar@cognizant.com>, <Aswathy.Venugopal@cognizant.com>, <GenCHR@cognizant.com>,<Morvi.Dhawan@cognizant.com>



Campus Hiring - 2022

From internship to higher education

We have you covered!



Dear Professor,

Greetings from Campus Recruitment Team!

After an exciting Hiring season, we are happy to share the most awaited **Final Consolidated Results** for the Interviews conducted for the **Campus GenC, GenC Elevate and GenC Next**.

Our **heartiest congratulations** to all the selected candidates & we look forward to onboard them into the Cognizant fraternity.

We would like to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to appreciate the partnership between Cognizant and your esteemed institution by which we have been able to identify the best talents and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the **Employer of Choice**.

Please find the final results attached for GenC, GenC Elevate & GenC Next here with for your college. GenC Pro results will be announced shortly.

Note: The LOI (Letter of Intent) will be released to the shortlisted candidates shortly. Acceptance of LOI will be considered as the offer acceptance & we will keep you updated on the progress.

Disclaimer:

- At any point in time, if the self-profile declared by the student during the registration process is found to be false or if the student is found to have indulged in any sort of malpractice, this confirmation will be withdrawn

- The selected candidates are subject to **internal audit process**. In case, any observation is found to be inappropriate, it will lead to a withdrawal of the selection.
- Kindly consider this as the final list of candidates who **successfully cleared all rounds** of the GenC, GenC Elevate & GenC Next recruitment processes.
- We request you to thoroughly validate the candidates' authenticity i.e. If any candidate(s) from the attached list is not from your respective college, please let us know. At the time of background verification, such candidates will get disqualified.
- Cognizant takes its hiring practices seriously and appreciates you keeping the Company informed of any individuals posing as Cognizant employees who make false job offers using Cognizant's name. We remind you that while recruiting employees, Cognizant will only communicate with you through authentic Cognizant email addresses and Cognizant will never extend any job offers to anyone based on an online application without first conducting an in-person, video, or telephone interview through verified encrypted channels. If any such mails purporting to come from Cognizant are received, we advise you to contact us at GenCHRCComplianceIND@cognizant.com

Regards,

Human Resources – GenC



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ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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 **ITS Engineering College, Greater Noida.xlsx**
16K

Superset ID	Name	Email Id	College	Phone Number	Category of Hire
1361873	Tanmay Srivastava	tanmayraj777@gmail.com	ITS Engineering College, Greater Noida	7880550243	GenC - Select
1386777	Satyender	kumarsatyender09@gmail.com	ITS Engineering College, Greater Noida	8800511094	GenC - Select
1387445	Anupama raj	rajanu821012@gmail.com	ITS Engineering College, Greater Noida	9905506730	GenC - Select
1389161	Saket Tiwari	sakettiwari_cse18@its.edu.in	ITS Engineering College, Greater Noida	7753042800	GenC - Select
1395578	Monika Sharma	monikasharmanks_cse18@its.edu.in	ITS Engineering College, Greater Noida	9958350822	GenC - Select
1401654	Abhay Purwar	abhaymp_ece18@its.edu.in	ITS Engineering College, Greater Noida	9169437769	GenC - Select
1403028	ARJUN KUMAR	arjunk201717@gmail.com	ITS Engineering College, Greater Noida	8375034660	GenC - Select
1508607	Prajwal Raj	rprajwal667@gmail.com	ITS Engineering College, Greater Noida	9721468450	GenC - Select
1513657	Apurwa	apurwasld_cse18@its.edu.in	ITS Engineering College, Greater Noida	7903040859	GenC - Select
1595742	Naman Garg	namangargpkg_ece18@its.edu.in	ITS Engineering College, Greater Noida	8383055742	GenC Next - Select
1603177	Shivam Sharma	shivamsharmabs_cse18@its.edu.in	ITS Engineering College, Greater Noida	6386080344	GenC - Select
1609254	Apoorva Ojha	apoorvaojhagso_ece18@its.edu.in	ITS Engineering College, Greater Noida	8318740495	GenC - Select
1611237	Pramod Yadav	Pramodyadavry_eee18@its.edu.in	ITS Engineering College, Greater Noida	8756881919	GenC - Select
1611591	Sakshi Rawat	sakshirawatakr_cse18@its.edu.in	ITS Engineering College, Greater Noida	9968114230	GenC - Select
1617841	Krati Awasthi	kratiawasthika_cse18@its.edu.in	ITS Engineering College, Greater Noida	6396778491	GenC Elevate - Select
1628467	Shubham Yadav	shubhamyadavssy_cse18@its.edu.in	ITS Engineering College, Greater Noida	9873098825	GenC Next - Select
1689574	Shashank Kumar	shashankkumarksb_ece18@its.edu.in	ITS Engineering College, Greater Noida	8709918875	GenC - Select
1705632	Nikita Pandey	nikitapandeyvkp_ece18@its.edu.in	ITS Engineering College, Greater Noida	8881529861	GenC - Select
1708786	akanksha mishra	mishraakanksha255@gmail.com	ITS Engineering College, Greater Noida	8429817442	GenC - Select
1715161	Kartikeye Pandey	kartikkeypandeybp_cse18@its.edu.in	ITS Engineering College, Greater Noida	9616829052	GenC - Select
1719233	Paras Nath Yadav	yadavparas277@gmail.com	ITS Engineering College, Greater Noida	7827341774	GenC - Select
1740774	Tushar Verma	tusharvermarv_ece18@its.edu.in	ITS Engineering College, Greater Noida	7042407925	GenC Elevate - Select
1742856	Dhananjay Kushwaha	dhananjaykush278@gmail.com	ITS Engineering College, Greater Noida	7752991351	GenC - Select
1743354	CHETNA PAL	chetnapalrk_cse18@its.edu.in	ITS Engineering College, Greater Noida	9355113501	GenC - Select
1762006	AARADHYA AGRAWAL	aaradhyaagarwalra_ce18@its.edu.in	ITS Engineering College, Greater Noida	7007907100	GenC - Select
1785132	Sonali Tiwari	sonalit433@gmail.com	ITS Engineering College, Greater Noida	7678266567	GenC - Select
2205656	Aniket Bansal	aniketbansaldb_ece18@its.edu.in	ITS Engineering College, Greater Noida	8112216931	GenC - Select
2205810	Abhishek Kushwaha	abhishekkushwahasn_cse18@its.edu.in	ITS Engineering College, Greater Noida	8808362815	GenC - Select
2205905	SHASHWAT TRIPATHI	shashwattripathiat_ece18@its.edu.in	ITS Engineering College, Greater Noida	6386693932	GenC - Select
2209654	Ayush Gupta	ayushguptassg_cse18@its.edu.in	ITS Engineering College, Greater Noida	9205976788	GenC Elevate - Select
2210991	Shivam Singh	shivamsinghaps_eee18@its.edu.in	ITS Engineering College, Greater Noida	7303617383	GenC - Select
2211518	HARSHIT ROY	harshithsr_eee18@its.edu.in	ITS Engineering College, Greater Noida	9521401452	GenC - Select
2216879	Praveen Kumar	praveenkumarnc_me18@its.edu.in	ITS Engineering College, Greater Noida	8076397368	GenC - Select

Date: 18th Oct 2021

LETTER OF INTENT

Dear Rohit Sahu,

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Wireless Networking Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.
2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.
3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.
4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com



5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.
6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.
7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.
8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.
9. You are required to provide full attention and complete your internship program successfully.
10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.
11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.
13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com



14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.
15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

A handwritten signature in black ink, appearing to read "P R Manikantan".

P R Manikantan

Senior Director, Campus and Institutional Alliances

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com

DECLARATION

I, ROHIT - SAHU, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.
2. I have passed my graduation (i.e., B.E /B. Tech etc.) with greater than or equal to 60% marks in my graduation.
3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.
4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).
5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.
6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com



result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.2 Lacs per annum or as CSS Corp may determine at that point of time.**

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: **ROHIT - SAHU**

Date: **23/10/21**


Signature of the Candidate

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com

Annexure Curriculum Outline

Networking – Curriculum Outline (Common)

- TCP/IP Protocol Suite, Deep Dive – Protocol /Packet Level/ Header Level
- ARP, (RARP, Proxy ARP, GARP), ICMP, IP, TCP, UDP, DHCP, DNS, HTTP (S), FTP, Telnet, SNMP & SMTP
- IP Addressing & Subnetting VLSM, IPv4, IPv6
- Network Devices - Hub, Switches, Routers & Gateway
- LAN Switching - MAC table, STP, RSTP, MSTP, VRRP, VLAN, Tagging, Inter VLAN Routing
- Routing: Routing Table, Default Route, Static Route, Dynamic Routing, RIP, OSPF, BGP

Troubleshooting:

- Problem investigation & diagnosis
- Layered Troubleshooting
- Resolution
- Deep packet inspection using Wireshark packet capture & analysis tool
- Understand packet flow analysis i.e., life of a packet / session
- Log collection, analysis & interpretation
- Debugging of log files
- Using TCP/IP utilities

Wireless Track

- Radio Frequency Fundamentals, Spread Spectrum
- Wireless Standards
- Wireless Architecture
- Wireless devices
- Wireless Security (WEP- Wired Equivalent Privacy & WPA)

Definition of Terms

Virtual Internship: Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com

Undertaking

I, Rohit - Sahu Son/Daughter of Kumer Singh Sahu residing at Sai Baba Colony,
Narsinghpur, NAKATVA, [MP] studying B.Tech (EEE) degree in
ITS Engineering College G.N.College, am fully aware of the terms and conditions, and am willing to
undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this
internship program and will seek for a long-term career with your esteemed organization if I am offered
employment.

Name: ROHIT - SAHU

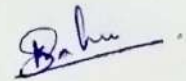
Date: 23/10/21



Signature of the Candidate

Name: KUMER SINGH SAHU

Date: 23/10/21



Signature of the Parent

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com

Mr. Alok Singh
Email Id: aloksinghps_cse18@its.edu.in
Contact No: 7011072057

Date: 20th October 2021

Dear Alok,

Sub: OFFER LETTER FOR SOFTWARE ENGINEER

We are pleased to offer you the position of “**Software Engineer**”. Your appointment will be effective on your joining date **25th October 2021**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Your Cost to Company (CTC) would be INR 2,82,500 per annum and will be revised to INR 4,20,000 per annum from 1st Nov 2022. It will be revised to 7,20,000 per annum or more from 1st Nov 2023.

Service Agreement: On joining the Company, undertakes to stay in Service agreement with the Company for a **minimum period of 2 Years**.

To confirm your acceptance of this offer, you are required to:

Respond via email to hr@qsstechnosoft.com to communicate acceptance of the offer and to confirm your joining date.

You are required to be available between 09:30 A.M- 10:00 A.M at H 59 Sector 63 NOIDA, Uttar Pradesh 201301

Your office timings would be 9:30 AM – 7:00 PM from Monday to Friday, however your manager may ask you to be available over the weekends depending on the project needs. Please bring following documents, on your joining date:

- (I) 1 photocopy of this letter duly signed and dated by you.
- (II) Education degree certificate and all your mark sheets for the highest degree attained – original and Photocopy both.
- (III) Four colored passport size photographs.
- (IV) Proof of identity. Bring 2 photocopies of the following documents: Aadhar card, Voter’s identification card and PAN card.

* Please note that all of the above documents are mandatory, and you will not be allowed to join without them.

Please contact us via hr@qsstechnosoft.com for any queries regarding your employment offer. The other terms and conditions of the offer are as follows:

Your initial posting will be in Noida. However, your services are transferable, and you may be assigned to any office of QSS, a subsidiary, or associate company. In such case, you will be governed by the policies of that location.

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

Your appraisal cycle would be one year from the joining date. You would be applicable for this on Performance and prorata basis. Appraisal is conditional to the performance of company and individual both. Company’s policy for this may change from time to time if needed and would be applicable to every employee.

Your designation may be changed at the discretion of the Company depending on the work assigned to you. Your offer will be at the discretion of the company which means the company may terminate your offer at any time, based on performance.

If you are absent for a continuous period of 3 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.

Upon completion of service agreement period, you or the Company may terminate your service at any time by giving 90 days' notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. Employee agrees that he/she may be held financially liable for lost or damaged property. Employee also agrees that failure to return equipment/s will be considered theft and may lead to criminal prosecution by company.

Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

The benefits as outlined herein and in QSS policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.

During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

Information pertaining to QSS operations and intellectual property is confidential. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

Our financial team starts the salary calculations way before the salary release date. Because of this salary for employees joining before 15th of month would be processed with the salary of same month; however, salary for employees joining after 15th of month would be added as arrears in the next month salary.

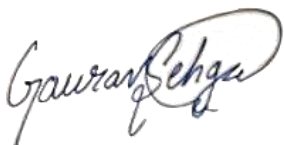
The impact of today's technology and pace of change is tremendous. We hope you are as excited as we are to play a part in that revolution. At QSS, we are changing the world every day and we will be delighted to have you as part of our team.

To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to QSS on your onboarding day.

For, **QSS Technosoft Pvt. Ltd.**

Date:

Signature:



Gaurav Sehgal

Human Resource

The breakup of the annual compensation package is provided below.

Annual CTC Structure		
A. Salary Component	Amount per month	Amount per annum
Basic Salary	8890	106676
HRA- House Rent Allowance	4445	53338
Special Allowance	3378	40537
Night Allowance	0	0
LTA – Leave Travel Allowance	0	0
Performance Based Earning (PBE)	2667	32003
Employee Provident Fund	1067	12801
Employer Contribution PF	1067	12801
Gross Salary	21513	270055
Gratuity	370	4445
Yearly Retention Bonus	0	0
Group Medical Insurance	667	8000
Net Pay	19379	
Total CTC		282500
* You will get the group medical insurance of INR 300000.		
* Gratuity would be paid as per government rules		
* Please note that Salary Structure is subject to change in lieu of change in company policy		
* Income tax rules and all benefits as per company policy, which are subject to change from time to time.		

Mr. Deepanshu Yadav
Email Id: deepanshuyadavys_cse18@its.edu.in
Contact No: 6397003954

Date: 19th October 2021

Dear Deepanshu,

Sub: OFFER LETTER FOR SOFTWARE ENGINEER

We are pleased to offer you the position of “**Software Engineer**”. Your appointment will be effective on your joining date **25th October 2021**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Your Cost to Company (CTC) would be INR 2,82,500 per annum and will be revised to INR 4,20,000 per annum from 1st Nov 2022. It will be revised to 7,20,000 per annum or more from 1st Nov 2023.

Service Agreement: On joining the Company, undertakes to stay in Service agreement with the Company for a **minimum period of 2 Years**.

To confirm your acceptance of this offer, you are required to:

Respond via email to hr@qsstechnosoft.com to communicate acceptance of the offer and to confirm your joining date.

You are required to be available between 09:30 A.M- 10:00 A.M at H 59 Sector 63 NOIDA, Uttar Pradesh 201301

Your office timings would be 9:30 AM – 7:00 PM from Monday to Friday, however your manager may ask you to be available over the weekends depending on the project needs. Please bring following documents, on your joining date:

- (I) 1 photocopy of this letter duly signed and dated by you.
- (II) Education degree certificate and all your mark sheets for the highest degree attained – original and Photocopy both.
- (III) Four colored passport size photographs.
- (IV) Proof of identity. Bring 2 photocopies of the following documents: Aadhar card, Voter’s identification card and PAN card.

* Please note that all of the above documents are mandatory, and you will not be allowed to join without them.

Please contact us via hr@qsstechnosoft.com for any queries regarding your employment offer. The other terms and conditions of the offer are as follows:

Your initial posting will be in Noida. However, your services are transferable, and you may be assigned to any office of QSS, a subsidiary, or associate company. In such case, you will be governed by the policies of that location.

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

Your appraisal cycle would be one year from the joining date. You would be applicable for this on Performance and prorata basis. Appraisal is conditional to the performance of company and individual both. Company’s policy for this may change from time to time if needed and would be applicable to every employee.

Your designation may be changed at the discretion of the Company depending on the work assigned to you. Your offer will be at the discretion of the company which means the company may terminate your offer at any time, based on performance.

If you are absent for a continuous period of 3 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.

Upon completion of service agreement period, you or the Company may terminate your service at any time by giving 90 days' notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. Employee agrees that he/she may be held financially liable for lost or damaged property. Employee also agrees that failure to return equipment/s will be considered theft and may lead to criminal prosecution by company.

Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

The benefits as outlined herein and in QSS policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.

During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

Information pertaining to QSS operations and intellectual property is confidential. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

Our financial team starts the salary calculations way before the salary release date. Because of this salary for employees joining before 15th of month would be processed with the salary of same month; however, salary for employees joining after 15th of month would be added as arrears in the next month salary.

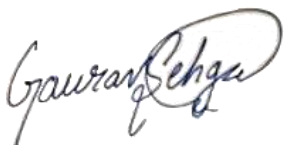
The impact of today's technology and pace of change is tremendous. We hope you are as excited as we are to play a part in that revolution. At QSS, we are changing the world every day and we will be delighted to have you as part of our team.

To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to QSS on your onboarding day.

For, **QSS Technosoft Pvt. Ltd.**

Date:

Signature:



Gaurav Sehgal

Human Resource

The breakup of the annual compensation package is provided below.

Annual CTC Structure		
A. Salary Component	Amount per month	Amount per annum
Basic Salary	8890	106676
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Night Allowance	0	0
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Performance Based Earning (PBE)	2667	32003
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Employer Contribution PF	1067	12801
Gross Salary	21513	270055
Gratuity	370	4445
Yearly Retention Bonus	0	0
Group Medical Insurance	667	8000
Net Pay	19379	
Total CTC		282500
* You will get the group medical insurance of INR 300000.		
* Gratuity would be paid as per government rules		
* Please note that Salary Structure is subject to change in lieu of change in company policy		
* Income tax rules and all benefits as per company policy, which are subject to change from time to time.		

Date: 14th January 2022

INTERNSHIP LETTER

Dear Kartikeye Pandey,

Congratulations!

Thank you for exploring Learning Opportunities with **Acidaes Solutions Pvt. Ltd.** We are pleased to offer you **Internship** with our organization.

Please see below the specifics regarding your internship:

Internship Joining Date: 17th January 2022

Location for Internship: Noida

Address: Acidaes Solutions Pvt Ltd (CRMNEXT), Building No. 2, Candor Tech Space, Sector 62, Noida

Internship Stipend: 15,000 INR p.m.

Intern Notice Period: 1 month

On the successful completion of your graduation and submission of necessary university related documents, you will have an opportunity to be absorbed as **Graduate Engineer Trainee** by the organization, post an internal assessment.

GET Period: 1 year

Pre-placement offer (compensation package): 3.4 LPA*

*Details of CTC are shared in Annexure A.

Please indicate your acceptance of the internship by signing this letter.

We look forward to your joining and a long mutually beneficial association.

For Acidaes Solutions Pvt. Ltd.



Jasleen Chaudhary
Manager- HR

Annexure "A": Details of Compensation Package

Annexure "B": Terms and Conditions of Internship

ANNEXURE "A"

Details of Compensation Package during GET period:

Components	Actual (Monthly)	Annual
Basic	12,300	1,47,596
Advance Statutory Bonus	1,500	18,000
Special Allowance	10,800	1,29,596
Total (A)	24,599	2,95,192
Gross salary (A)		
Benefits		
Gratuity		7,096
PF (employer)	1,476	17,712
Total (B)		24,808
Fixed (A+B)		3,20,000
Performance Bonus*		20,000
Total		INR 3,40,000

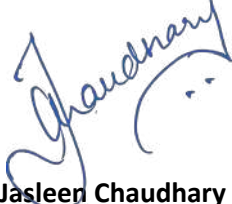
*The Variable Performance Bonus will be for performance during GET period and will be disbursed at the end of the GET period. This amount is payable only if the individual is in association at the time of disbursement and is not serving notice period.

All remunerations are subjected to the Indian tax laws, Gratuity Act 1972 and company employment rules.

Other benefits:

- Medical Insurance: The Company will provide medical insurance cover of INR 3 Lacs per annum for you.
- PA Insurance: You will be covered under Personal Accident Insurance Policy as per the existing scheme of the organization; the details of the same are available on HRMNEXT.

For Acidaes Solutions Private Ltd.



Jasleen Chaudhary
 Manager - HR

ANNEXURE "B"

Terms and Conditions of Internship

A. Internship Period

You will be associated as an Intern only post an introduction letter from and through the university. The association as Intern will be with us till the submission of degree/certificate of completion/ all semester marksheets of the current course. At the time of being considered for a Trainee Role, you will be assessed and basis your performance review you may be considered for the position of GET/MT in the organization.

B. Submission of Documents:

On the day of start of your internship, you are requested to bring along the following documents (original & photocopy) for submission and verification.

1. Internship letter (this letter) in original.
2. 4 copies of your passport sized color photographs with white background.
3. Standard X- and XII-mark sheet, passing certificates
4. Graduation/Post graduation certificate and mark sheet for all semesters.
5. 2 photocopy of PAN card
6. One photocopy of Passport
7. One photocopy of Aadhaar card

C. Leave

You will be eligible for 1 leave per month.

Please note if you are absent for a continuous period of 3 days without leave OR obtaining your manager's approval, your internship will be automatically terminated. There will be no initiation or notice thereof.

D. Notice Period:

During any point of your internship with us, either party can terminate the internship without assigning any reason whatsoever, by giving 30 days prior notice in writing or salary in lieu thereof for any kind of voluntary disassociation from services/ internship

The Intern is expected to serve his/her full Notice Period. Waiving of Notice Period by paying of short notice pay or its adjustment against leave accrual is at the discretion of the organization and depends on the business needs/ exigencies and the current involvement of the intern in projects. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the notice period as applicable to you.

You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

E. Termination:

At any point during the period of your internship, the Company reserves the right to terminate internship summarily without any notice period or termination payment, for unsatisfactory performance at work, or if it has reasonable ground to believe you are guilty of any gross misconduct or negligence or have committed misappropriation of funds or there has been any fundamental breach of contract or company code of conduct or any action that has caused any loss to the Company.

F. Separation from Company:

Upon termination of internship, you are required to return all assets and property of the Company such as documents, machines, data, files, and books etc. (including but not limited to leased properties) in your possession or under your control relating to your internship or clients' business affairs.

G. Confidentiality of Information:

Information pertaining to Acidaes operations and intellectual property is confidential and you are required to sign a non-disclosure agreement. If you are currently bound by any confidentiality agreement, you must notify the Company and indemnify the Company against any breach thereof.

H. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during your internship and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

I. General terms and conditions:

You will be required to abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions at its discretion, which shall be binding on you. All are required to read and comply with Acidaes Policies. Any breach of the Guidelines or the terms and conditions of internship may result in termination of your services without notice or compensation.

Please communicate your acceptance of this internship by signing a copy of this letter and returning it to us.

We welcome you and look forward to working with you.

.....

ACCEPTANCE OF INTERNSHIP TERMS AND CONDITIONS:

I agree that I have read, understood, and accepted internship with Acidaes Solutions Pvt Ltd under the terms and conditions stated above.

(Please sign below to confirm that you agree with the terms and conditions stated above)

Signature:

Printed Name: Kartikeye Pandey

Date:

Date: 14th January 2022

INTERNSHIP LETTER

Dear Rahul Sharma,

Congratulations!

Thank you for exploring Learning Opportunities with **Acidaes Solutions Pvt. Ltd.** We are pleased to offer you **Internship** with our organization.

Please see below the specifics regarding your internship:

Internship Joining Date: 17th January 2022

Location for Internship: Noida

Address: Acidaes Solutions Pvt Ltd (CRMNEXT), Building No. 2, Candor Tech Space, Sector 62, Noida

Internship Stipend: 15,000 INR p.m.

Intern Notice Period: 1 month

On the successful completion of your graduation and submission of necessary university related documents, you will have an opportunity to be absorbed as **Graduate Engineer Trainee** by the organization, post an internal assessment.

GET Period: 1 year


Pre-placement offer (compensation package): 3.4 LPA*

*Details of CTC are shared in Annexure A.

Please indicate your acceptance of the internship by signing this letter.

We look forward to your joining and a long mutually beneficial association.

For Acidaes Solutions Pvt. Ltd.



Jasleen Chaudhary
Manager- HR

Annexure "A": Details of Compensation Package

Annexure "B": Terms and Conditions of Internship

ANNEXURE "A"

Details of Compensation Package during GET period:

Components	Actual (Monthly)	Annual
Basic	12,300	1,47,596
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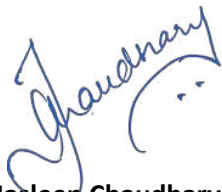
*The Variable Performance Bonus will be for performance during GET period and will be disbursed at the end of the GET period. This amount is payable only if the individual is in association at the time of disbursement and is not serving notice period.

All remunerations are subjected to the Indian tax laws, Gratuity Act 1972 and company employment rules.

Other benefits:

- Medical Insurance: The Company will provide medical insurance cover of INR 3 Lacs per annum for you.
- PA Insurance: You will be covered under Personal Accident Insurance Policy as per the existing scheme of the organization; the details of the same are available on HRMNEXT.

For Acidaes Solutions Private Ltd.



Jasleen Chaudhary
Manager - HR

ANNEXURE "B"

Terms and Conditions of Internship

A. Internship Period

You will be associated as an Intern only post an introduction letter from and through the university. The association as Intern will be with us till the submission of degree/certificate of completion/ all semester marksheets of the current course. At the time of being considered for a Trainee Role, you will be assessed and basis your performance review you may be considered for the position of GET/MT in the organization.

B. Submission of Documents:

On the day of start of your internship, you are requested to bring along the following documents (original & photocopy) for submission and verification.

1. Internship letter (this letter) in original.
2. 4 copies of your passport sized color photographs with white background.
3. Standard X- and XII-mark sheet, passing certificates
4. Graduation/Post graduation certificate and mark sheet for all semesters.
5. 2 photocopy of PAN card
6. One photocopy of Passport
7. One photocopy of Aadhaar card

C. Leave

You will be eligible for 1 leave per month.

Please note if you are absent for a continuous period of 3 days without leave OR obtaining your manager's approval, your internship will be automatically terminated. There will be no initiation or notice thereof.

D. Notice Period:

During any point of your internship with us, either party can terminate the internship without assigning any reason whatsoever, by giving 30 days prior notice in writing or salary in lieu thereof for any kind of voluntary disassociation from services/ internship

The Intern is expected to serve his/her full Notice Period. Waiving of Notice Period by paying of short notice pay or its adjustment against leave accrual is at the discretion of the organization and depends on the business needs/ exigencies and the current involvement of the intern in projects. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the notice period as applicable to you.

You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

E. Termination:

At any point during the period of your internship, the Company reserves the right to terminate internship summarily without any notice period or termination payment, for unsatisfactory performance at work, or if it has reasonable ground to believe you are guilty of any gross misconduct or negligence or have committed misappropriation of funds or there has been any fundamental breach of contract or company code of conduct or any action that has caused any loss to the Company.

F. Separation from Company:

Upon termination of internship, you are required to return all assets and property of the Company such as documents, machines, data, files, and books etc. (including but not limited to leased properties) in your possession or under your control relating to your internship or clients' business affairs.

G. Confidentiality of Information:

Information pertaining to Acidaes operations and intellectual property is confidential and you are required to sign a non-disclosure agreement. If you are currently bound by any confidentiality agreement, you must notify the Company and indemnify the Company against any breach thereof.

H. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during your internship and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

I. General terms and conditions:

You will be required to abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions at its discretion, which shall be binding on you. All are required to read and comply with Acidaes Policies. Any breach of the Guidelines or the terms and conditions of internship may result in termination of your services without notice or compensation.

Please communicate your acceptance of this internship by signing a copy of this letter and returning it to us.

We welcome you and look forward to working with you.

.....

ACCEPTANCE OF INTERNSHIP TERMS AND CONDITIONS:

I agree that I have read, understood, and accepted internship with Acidaes Solutions Pvt Ltd under the terms and conditions stated above.

(Please sign below to confirm that you agree with the terms and conditions stated above)

Signature:

Printed Name: Rahul Sharma

Date:

Date: 14th January 2022

INTERNSHIP LETTER

Dear Tushar Verma,

Congratulations!

Thank you for exploring Learning Opportunities with **Acidaes Solutions Pvt. Ltd.** We are pleased to offer you **Internship** with our organization.

Please see below the specifics regarding your internship:

Internship Joining Date: 17th January 2022

Location for Internship: Noida

Address: Acidaes Solutions Pvt Ltd (CRMNEXT), Building No. 2, Candor Tech Space, Sector 62, Noida

Internship Stipend: 15,000 INR p.m.

Intern Notice Period: 1 month

On the successful completion of your graduation and submission of necessary university related documents, you will have an opportunity to be absorbed as **Graduate Engineer Trainee** by the organization, post an internal assessment.

GET Period: 1 year

Pre-placement offer (compensation package): 3.4 LPA*

*Details of CTC are shared in Annexure A.

Please indicate your acceptance of the internship by signing this letter.

We look forward to your joining and a long mutually beneficial association.

For Acidaes Solutions Pvt. Ltd.



Jasleen Chaudhary
Manager- HR

Annexure "A": Details of Compensation Package

Annexure "B": Terms and Conditions of Internship

ANNEXURE "A"

Details of Compensation Package during GET period:

Components	Actual (Monthly)	Annual
Basic	12,300	1,47,596
Advance Statutory Bonus	1,500	18,000
Special Allowance	10,800	1,29,596
Total (A)	24,599	2,95,192
Gross salary (A)		
Benefits		
Gratuity		7,096
PF (employer)	1,476	17,712
Total (B)		24,808
Fixed (A+B)		3,20,000
Performance Bonus*		20,000
Total		INR 3,40,000

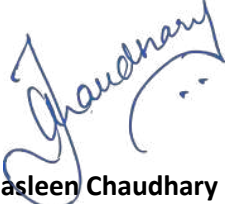
*The Variable Performance Bonus will be for performance during GET period and will be disbursed at the end of the GET period. This amount is payable only if the individual is in association at the time of disbursement and is not serving notice period.

All remunerations are subjected to the Indian tax laws, Gratuity Act 1972 and company employment rules.

Other benefits:

- Medical Insurance: The Company will provide medical insurance cover of INR 3 Lacs per annum for you.
- PA Insurance: You will be covered under Personal Accident Insurance Policy as per the existing scheme of the organization; the details of the same are available on HRMNEXT.

For Acidaes Solutions Private Ltd.



Jasleen Chaudhary
Manager - HR

ANNEXURE "B"

Terms and Conditions of Internship

A. Internship Period

You will be associated as an Intern only post an introduction letter from and through the university. The association as Intern will be with us till the submission of degree/certificate of completion/ all semester marksheets of the current course. At the time of being considered for a Trainee Role, you will be assessed and basis your performance review you may be considered for the position of GET/MT in the organization.

B. Submission of Documents:

On the day of start of your internship, you are requested to bring along the following documents (original & photocopy) for submission and verification.

1. Internship letter (this letter) in original.
2. 4 copies of your passport sized color photographs with white background.
3. Standard X- and XII-mark sheet, passing certificates
4. Graduation/Post graduation certificate and mark sheet for all semesters.
5. 2 photocopy of PAN card
6. One photocopy of Passport
7. One photocopy of Aadhaar card

C. Leave

You will be eligible for 1 leave per month.

Please note if you are absent for a continuous period of 3 days without leave OR obtaining your manager's approval, your internship will be automatically terminated. There will be no initiation or notice thereof.

D. Notice Period:

During any point of your internship with us, either party can terminate the internship without assigning any reason whatsoever, by giving 30 days prior notice in writing or salary in lieu thereof for any kind of voluntary disassociation from services/ internship

The Intern is expected to serve his/her full Notice Period. Waiving of Notice Period by paying of short notice pay or its adjustment against leave accrual is at the discretion of the organization and depends on the business needs/ exigencies and the current involvement of the intern in projects. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the notice period as applicable to you.

You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

E. Termination:

At any point during the period of your internship, the Company reserves the right to terminate internship summarily without any notice period or termination payment, for unsatisfactory performance at work, or if it has reasonable ground to believe you are guilty of any gross misconduct or negligence or have committed misappropriation of funds or there has been any fundamental breach of contract or company code of conduct or any action that has caused any loss to the Company.

F. Separation from Company:

Upon termination of internship, you are required to return all assets and property of the Company such as documents, machines, data, files, and books etc. (including but not limited to leased properties) in your possession or under your control relating to your internship or clients' business affairs.

G. Confidentiality of Information:

Information pertaining to Acidaes operations and intellectual property is confidential and you are required to sign a non-disclosure agreement. If you are currently bound by any confidentiality agreement, you must notify the Company and indemnify the Company against any breach thereof.

H. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during your internship and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

I. General terms and conditions:

You will be required to abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions at its discretion, which shall be binding on you. All are required to read and comply with Acidaes Policies. Any breach of the Guidelines or the terms and conditions of internship may result in termination of your services without notice or compensation.

Please communicate your acceptance of this internship by signing a copy of this letter and returning it to us.

We welcome you and look forward to working with you.

.....

ACCEPTANCE OF INTERNSHIP TERMS AND CONDITIONS:

I agree that I have read, understood, and accepted internship with Acidaes Solutions Pvt Ltd under the terms and conditions stated above.

(Please sign below to confirm that you agree with the terms and conditions stated above)

Signature:

Printed Name: Tushar Verma

Date:



Confidential

Ref :NSEL/HR/ 2021

Date: October 30, 2021

Ms. Monika Sharma
Flat.no.-103 Krishna Residency
Gautam Buddha Nagar-201308
Up
India

Offer cum Appointment as Trainee

Dear Monika Sharma,

We welcome you to Nucleus Software and are pleased to offer you the position of **Trainee, at Grade 1**.

Below mentioned are the specific terms and conditions of your offer. Request you to read the details carefully, including your compensation and benefits.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e. **November 10, 2021** with **Nucleus Software Exports Limited** (herein referred to as 'Company'). Please contact us immediately if you require an alternative joining date. In case of non – acceptance of this offer or agreement on mutual joining date this offer will stand cancelled.

To confirm your acceptance of this offer, you are requested to:

Acknowledge and communicate the acceptance of the offer letter and date of joining as per Annexure I.

Please note that the employment terms mentioned in this letter are subject to the Company policy.

1. Appointment:

- a.** You will be on probation for a period of 12 months. During the period of probation your progress will be reviewed periodically. On successful completion of the probation period, your services would be confirmed which will be intimated to you in writing.



b. The retirement age is 58 years. However, you may opt for voluntary retirement at any age before 58 years during your services in the establishment if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month in which your 58th birthday falls.

c. You will be presently posted at **NOIDA**. During employment with the Company, you may be posted or transferred / attached to any other Company of the NUCLEUS GROUP or to any of the offices / subsidiaries / units / associated offices of the Company, to any town or city in India or abroad, at the sole discretion of the Management. While working in another Company on transferred / attached status, you shall be entitled to emoluments and perks as applicable in transferred / attached Company and for all purpose you shall be deemed to be employed in the Company.

d. Your appointment is contingent upon Medical Fitness Certificate, satisfactory reference, background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

2. Compensation:

c. The Company shall deduct from your compensation payments, the amount towards all present and future tax levies and social security legislations applicable in India and/or the place of posting that you are required to pay as an employee and/ or as recipient of compensation or perquisite. If you receive any excess payments, you shall hold them in trust for the Company.

d. Your salary will be reviewed periodically as per Company policy. Changes in your compensation are subject to the discretion of the Company and will be subject to and be on the basis of your effective performance and results during your employment and other relevant criteria.

3. Other benefits & Financial Assistance Reimbursement:

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

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

c. Participate in the Company Provident Fund Scheme as per the rules and policies applicable to your category of employees.

d. Leave Travel Assistance as per the policy of the Company. (Incase applicable as per policy).

e. You will be eligible to participate in the Group Insurance and Group Mediclaim Policy for your category of Employee.



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

g. You will be entitled for Health Checkup policy as per Nucleus Policy.

h. Any financial assistance made by the Company towards facilitating your joining would be recovered if the employment tenure is less than 1 year; unless specifically approved by the Management. Any amount reimbursed or recovered by the Organization will be subject to tax deduction as per Tax laws.

4. Service Contract:

a. While on probation your services can be discontinued by giving 30 days notice or basic salary in lieu there of on either side. After confirmation, your services can be discontinued after giving 1 month(s) notice or basic salary in lieu thereof on either side. In addition, it would be compulsory for you to serve at least 50% of the notice period both during probation or confirmation period. However if the business exigencies require you to continue the employment during entire notice period, you shall do so.

b. Your services can be terminated on grounds of indiscipline, misconduct, misappropriation, malpractice, parting of vital business information or information of confidential nature to a third party without proper authorization.

c. Your services can also be terminated for continued absence from duty without information and authorization beyond eight working days or continued ill health resulting in your absence from work for a period exceeding three months.

d. Company also reserves the right to send you for training within or outside India, and in such event & when you travel abroad for transition / knowledge / process transfer, you may need to execute certain agreement(s) / documentation(s), as per Company requirement. In view of the fact that the company shall be making arrangements, and making considerable expenditure towards the same, the Company shall insist that the said agreement(s) / documentation(s) be executed.

5. Employment Guidelines or Rules of Employment:

Your service will be governed by the service rules and regulations and policies of the Company, which are in force or which may come into force from time to time, as applicable to all employees of the Company.

i. Non-Compete:

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you would be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that during the term of your employment and for a



further period of 1 (One) year thereafter you shall not, either directly/ indirectly engage with or provide any service of whatsoever nature to any of our clients/ vendors/ competitors nor shall you during the foregoing tenure, directly/ indirectly solicit any associated team member/resource. You also acknowledge that the breach of this clause could cause damage to the Company that cannot be reasonably estimated. Accordingly, you further agree that in the event of breach or threatened breach of this clause, the Company may seek injunctive relief against you in a Court of competent jurisdiction.

ii. Conflicts Of Interest:

a. You are required to engage yourself exclusively in the work assigned by Nucleus and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Global Head.

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

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Nucleus (irrespective of the circumstance or the reasons for, the cessation) not to solicit, induce or encourage:

1. Any employee of Nucleus to terminate their employment with Nucleus or to accept employment with any competitor, supplier or any customer with whom you have a connection.

2. Any customer or vendor of Nucleus to move his existing business with Nucleus to a third party or to terminate his business relationship with Nucleus.

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

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the position of Nucleus and resolve the conflict with Nucleus Software Exports Ltd.

6. Moral Responsibility & Honesty:

You are expected to deal with company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed with any time without any notice if you are found guilty of gross indiscipline, fraud misappropriation or acting against the interest of the Company.

7. Other Employment:



During the continuance period of your employment with us you shall not work directly or indirectly for any other firm Company or organization whether with or without remuneration nor will you engage yourself or be interested directly in any trade or business, either as employer or employee or partner or advisor or any other capacity.

8. Arbitration:

Any dispute(s) or difference(s) arising during the course of your employment shall be settled amicably. Failing such settlement, the same shall be settled by arbitration of a single arbitrator to be appointed by the Head HR of the Company or any person appointed for this matter by the Company. The award made in pursuance thereof shall be binding. The venue of arbitration proceedings shall be New Delhi and the Courts at New Delhi alone shall have jurisdiction over any such matter.

9. Education:

In case you intend to appear in some examinations or wish to attend some classes while working with Nucleus Group, you are required to obtain prior permission in writing from the management giving full details of course including time frame involved.

10. Invention & Discoveries:

While employed with NUCLEUS you will promptly disclose to it and assign to it your interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceeding relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.

11. Medical Fitness:

You are required to maintain yourself in medical /physical/mental state of fitness and ensure regular medical checkups and wherever applicable would be governed by Health Checkup Policy. Any neglect on your part in maintaining good health may render you medically unfit for the services. In such a case your services are liable for termination, not withstanding other conditions mentioned in the letter or otherwise.

12. Secrecy:

You will not give anyone, by word of mouth, writing, facsimile any particulars or details, which you acquire during the course of your employment of our working system, technical know how, security arrangements, administrative and/or organization matters of our and our clients whether confidential either during your employment with Company or afterwards.

Please note that the terms and conditions of your service contract as stipulated here or to be intimated hereafter are to



be treated as strictly confidential and you are not to divulge its contents to any employee of the Company/person connect with the Company.

13. Documents:

Appropriate action may be taken in case of violation of any of the terms and conditions mentioned in the Offer Cum Appointment Letter.

Your joining will be subject to submission of documents as per Annexure – II (document list). In case of non-compliance or incomplete documents, organization shall has the right to terminate your employment immediately on notice.

You are advised to read this letter carefully and if the terms and conditions are acceptable to you please sign the duplicate copy as a token of your having understood and accepted the same.

Welcome to the Nucleus family and we look forward to a long, fruitful, happy and exciting association with you.

With Best Wishes,

for **Nucleus Software Exports Limited**

Authorized Signatory
Human Resource Group



Annexure-I

Acknowledgement and Acceptance of Appointment:

a. Any change in the joining date must be sent to HR at least 7 days prior to your original joining date. The new joining date must be Tuesday and should be no later than 7 days from the joining date specified in the letter.

b. I **Monika Sharma** have read and understood thoroughly the rules of service and the above terms of my appointment of my service and I do hereby agree with all terms as above and I shall abide by all general rules of service which are now or may thereafter to be in force & accordingly I accept my appointment of my service with you and shall be joining Nucleus on or before **November 10, 2021**.

This offer letter is valid subject to the verification of details provided by the candidate

Candidate's Name: Monika Sharma

Candidate's Signature: _____

Date: _____

Place: _____

Annexure-II

Document Submission
List of BGV and Joining documents

List of Joining Documents	
Documents	Document Type (2 Photocopies)
Qualification Documents	Xth - Mark sheet & Certificate
	XIIth - Mark sheet & Certificate
	Graduation - Mark sheet of all semester/years along with degree/certificate
	Post Graduation - Mark sheet of all semester/years along with degree/certificate
	Any other Degree/Certificate - Mark sheet/certificate
Employment Documents	Appointment letter, relieving letter, experience letter, salary proof for all previous employers & salary slips of last three months for last employer
Additional Documents	Mandatory - PAN Card, Aadhar Card, UAN (Universal account number) for PF (provident fund) from previous organisation
	Any one from below for current & permanent address. Voter ID card Valid Passport Bank Statement Rent Agreement Lease Agreement Ration card Driving License
	5 passport size photographs with white background
	Medical fitness Original certificate from a registered Medical Practitioner

Note: All documents should be submitted not later than 10 days from the date of joining, failing which this will be considered as non-compliance.

Fwd: Final Selections_ Nucleus Software_ 13th October 2021.

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Tue, Oct 19, 2021 at 11:36 AM

Hillal sir plz update.

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

From: **Sapna Pandey** <sapna.pandey@nucleussoftware.com>

Date: Tue, Oct 19, 2021, 11:09

Subject: RE: Final Selections Rescheduling_ Interview Link not working_ Nucleus Software_ 13th October 2021.

To: Shalini Khatri <shalini.khatri@its.edu.in>

Cc: Ashok Kumar1 <Ashok.Kumar1@nucleussoftware.com>

Dear Shalini,

Following 5 students have been selected by us to release the final offers.

Kindly let me know by when these students are available to join us. Accordingly we will process their offers.

Monika Sharma
Rashid Makki
Sweeta Pal Singh
Tanmay Srivastava
Umra Khan

Regards,

Sapna

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001



Apisero Global Integration Solutions Pvt Ltd.,
Teerth Technospace,
Office No. B-205A, Level – 2,
Next to Mercedes Benz Showroom,
Bangalore-Mumbai Highway,
Baner, Pune – 411 045
Email: info@apisero.com
Website: www.apisero.com

27 Oct 2021

UMRA KHAN

Dear Umra,

With reference to your application, we take pleasure in appointing you as **Software Engineer**, with the following terms and conditions.

1. START DATE

Your employment with the Company shall commence on **29 Oct 2021** (“the Start Date”) or such earlier date as is agreed between you and the Company.

2. PRE-EMPLOYMENT CONDITIONS

Your employment is subject to and conditional upon:

- a) A pre-employment screening check, including the receipt of references satisfactory to the Company; CID clearance if applicable.
- b) Verification of documents listed in Appendix 1 of this offer.
- c) Verification to the satisfaction of the Company of the information that has been provided to the Company in the course of the application process.
- d) You being (and to continue throughout your employment be) in possession of the necessary permission to live and work in India, and the Company being able to obtain all necessary work and residence permits for you. This includes satisfying the requirements of the government medical check if applicable. Failure to meet these requirements will lead to the withdrawal of your employment offer/termination of your employment.

Whilst every effort will be made to complete the recruitment procedures before the commencement of this Agreement, this may not be possible and the Company may terminate your employment at any time by giving one week’s notice (if you have been employed for 1 month or more) or immediately (if you have been employed for less than one month) if either your references or other recruitment procedures are not completed to our satisfaction.

3. REMUNERATION

Your commencing gross annual salary will be **5,10,000.00 INR Rupees Five Lakhs Ten Thousand only** inclusive of the allowances and benefits described in **Appendix 2** attached hereto.



Apisero Global Integration Solutions Pvt Ltd.,
Teerth Technospace,
Office No. B-205A, Level – 2,
Next to Mercedes Benz Showroom,
Bangalore-Mumbai Highway,
Baner, Pune – 411 045
Email: info@apisero.com
Website: www.apisero.com

4. PLACE OF WORK

You will initially perform your duties principally at the address given below. The Company will have the right to transfer you to any other work locations within the Apisero Group. You may be required to travel in the course of your duties.

Apisero Global Integration Solutions Pvt Ltd.,
WeWork, Floor 19, C-001/A2,
Sector 16B, Noida,
Uttar Pradesh 201301,
India

5. WORKING HOURS

The Company's normal office hours are from 9am – 6pm, 5 days a week including one hour lunch break. Saturday and Sunday will be weekly off.

However you will be expected to devote sufficient time to your duties to enable them to be carried out efficiently, which may require you to attend the office, or to be available to fulfil your function, outside these hours and days, which will not qualify for overtime payment except as required under applicable laws.

6. PROBATION PERIOD

Appointment to the permanent staff is subject to confirmation following the completion of a satisfactory probationary period of not less than three months, or such additional period as may be deemed necessary by the Company in its absolute discretion. Notice period is mandatory during the probation.

7. NOTICE PERIOD

In case of voluntary separation from the company within 60 days from the start date, you will give the company a written notification of one week. After 60 days, you will serve the notice period of **not less than 90 days**. The company reserves the right to take legal action and report to the concerned authorities and industry bodies in case the employee leaves without serving the notice period.

8. TERMINATION OF PERMANENT SERVICES

- a. You will automatically retire from the service of the company on attaining the superannuation age of 58 years.
- b. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:



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Email: info@apisero.com
Website: www.apisero.com

- i. Return to work within 8 days from the commencement of such absence and
 - ii. Give an explanation to the satisfaction of the management regarding such absence
- c. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term “misconduct” in the case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, any act of indiscipline or inefficiency, or your failure or refusal to perform your obligations, duties and responsibilities set forth herein, conviction for any serious crime or felony or any other crime involving moral turpitude, fraud or wilful misrepresentation; and any willful or intentional act having the effect or likely to have the effect of injuring the reputation, business or business relationships of the Company.
- d. Your services can be terminated by giving notice of three months or payment of basic salary in lieu thereof on either side. However in the event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you prior to completion of the stipulated notice period of three months, without any pay in lieu of the notice period.

9. EMPLOYEE HANDBOOK

You will obey and comply with all rules, regulations, procedural practices and arrangements of the Company specified in the Employee Handbook as they may be amended from time to time.

The Employee Handbook stipulates all other terms and conditions of your employment not covered in this letter. Permit us to draw your attention to one specific section; “Employment of Relatives”.

Although the firm permits relatives of employees to be employed at the firm, immediate family members, for example, spouse, sibling, parent, child, etc, are not encouraged to work in the same business area. If they do, it must be in a different department or location. You are reminded of your duty to keep the firm informed in this regard. Therefore, if you have a relative currently employed by the Company, please inform your manager and Human Resources immediately.

10. GENERAL

- a. A working day shall comprise of nine hours, including a break of a total of one hour for lunch, dinner or tea breaks.
- b. Employees at the client site shall follow the working hours as applicable at client site.
- c. Vacation: Employee shall be entitled to “no vacation policy (unlimited vacation)”



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Email: info@apisero.com
Website: www.apisero.com

- d. Expenses: You will be entitled to reimbursement of actual travelling fares and expenses incurred by you in the performance of your duties and properly claimed and vouched for in accordance with the Company's expense policy
- e. Other Benefits: You will be entitled to participate in the Company's Medical Insurance Scheme, and the Company's contributory Provident Fund upon the first day of joining the Company, subject to the scheme rules from time to time in force.

11. DEDUCTIONS

You hereby consent to the deduction of any sums owed by you to the Company at any time from your salary or any other payment due the Company to you in respect of any overpayment of any kind made to you or in respect of any outstanding debt or other sum owed by you to the Company and you hereby also agree to make a payment to the Company of any sums owed by you to the Company upon demand by the Company at any time. Deduction of local tax is mandatory. Tax deduction will be decided as per local income tax laws and regulations.

12. PREVIOUS AGREEMENTS

This Agreement, together with any documents referred to in it, sets out the whole agreement between you and the Company relating to your employment and cancels all previous agreements, representations and arrangements (whether oral or in writing) in connection with your employment by the Company which shall have no further effect as from the Start Date. You acknowledge that you have not entered into this Agreement in reliance upon any representation, warranty or undertaking which is not set out in this Agreement or expressly referred to in it as forming part of your contract of employment. The terms of this Agreement shall not be altered, modified or amended except in writing duly signed by all the parties to this Agreement

13. DATA PROTECTION

During your employment, you must comply with Apisero, INC policies and procedures relating to data protection and security. The Company will process personal information relating to you for the purpose of your employment. Examples of the type of personal information relating to you which the Company may process includes your employment application and other employment related details such as your absence records (including medical reports where relevant) and your profile (including your gender, age, ethnic origin and disability (if you have one)). This information will be used and shared within the Apisero and may be disclosed to approved external business partners who provide a service to us, for example health insurers, for the purpose of giving effect to your employment and for other business reasons. By signing this Agreement you agree to such information being processed where it is necessary or reasonably required for the conduct of the Company's business and you consent to such data being transferred outside of India to members of the Apisero Group and our external business partners.



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Email: info@apisero.com
Website: www.apisero.com

14. INTELLECTUAL PROPERTY RIGHTS

Employee acknowledges and agrees that any and all of Employee's work product, defined as work created by Employee within the scope of employment, all intellectual property rights, whether based in copyright, trademark, patent, or trade secret, will automatically and immediately vest in Company.

15. NON-DISPARAGEMENT

Employee will not at any time during the Term or after Termination make, publish, or communicate to any person or entity or in any public forum, including but not limited to any website or other digital forum, any defamatory or disparaging remarks, comments, or statements concerning Company or any of its owners, employees, clients, or associated third parties

16. MISCELLANEOUS

Indian law shall apply to this Agreement. Disputes shall be subject to the jurisdiction of the local courts.

1. Any notice to be given under this Agreement shall be in writing. Notice to you shall be sufficiently given by being delivered personally to you or by being sent by first class post addressed to you at the address stated in this Agreement or the last place of residence notified to the Company by you. Notice to the Company shall be sufficiently given by being delivered to the Company Secretary of the Company or by being sent by first class post to the registered office of the Company addressed for the attention of the Company Secretary of the Company. Any notice if posted shall be deemed served upon the third day following that on which it was posted.
2. This Agreement, together with any documents and Schedules referred to in it, sets out the whole agreement between the parties relating to your employment and cancels all previous agreements, representations and arrangements (whether oral or in writing) in connection with your Employment by the Company which shall have no further effect as from the Start Date. You acknowledge that you have not entered into this Agreement in reliance upon any representation, warranty or undertaking which is not set out in this Agreement or expressly referred to in it as forming part of your contract of employment

Please indicate your agreement and acceptance to the above terms by signing a copy of this letter and returning us within 7 days of receipt. If you have not accepted the offer by then, or been granted an extension of time for your acceptance, the offer will lapse without further notice being given to you.

We welcome you as a member of our organization and look forward to many years of beneficial collaboration.



Apisero Global Integration Solutions Pvt Ltd.,

Teerth Technospace,

Office No. B-205A, Level – 2,

Next to Mercedes Benz Showroom,

Bangalore-Mumbai Highway,

Baner, Pune – 411 045

Email: info@apisero.com

Website: www.apisero.com

Yours Sincerely

DocuSigned by:

4714EE38FBD84D1...

Venkat Mudupu
Chief Operating Officer

I accept this offer of employment with the Company on the terms and conditions stated above.

Signed:  Date: 10/27/2021
992DA88D688A49E...

Full Name: Umra Khan



Appendix – 1

Checklist of documents to be submitted by new employee

All new employees are required to furnish the following documents, originals of which have to be brought for verification with the copies to the HR department at Apisero.

- Relieving letter & experience letter from previous employer
- Proof of last salary drawn
- Proof of date of birth
- Certificate of educational qualifications
- Experience certificates
- Six passport size colored photographs
- Copy of Passport (First & last two pages where applicable)
- Form 16 from the previous employer (where applicable)
- Proof of address (copy of passport/ration card/ Landline bill)
- Copy of Pan card

Due date to submit the above eligible documents: Minimum of one week from joining date.



Appendix-2		
Name	Umra Khan	
Designation	Software Engineer	
<u>Compensation</u>		
Salary Breakdown		
Components	Monthly (Amount in INR)	Annual (Amount in INR)
Fixed Pay (A)	₹ 42,500.00	₹ 5,10,000.00
Basic Salary	₹ 17,000.00	₹ 2,04,000.00
House Rent Allowance	₹ 6,800.00	₹ 81,600.00
Transport Allowance	₹ 1,600.00	₹ 19,200.00
Flexi Benefits Plan	₹ 8,566.67	₹ 1,02,800.00
PF Employee	₹ 2,040.00	₹ 24,480.00
PF Employer	₹ 2,040.00	₹ 24,480.00
Professional Tax	₹ 200.00	₹ 2,400.00
Special Allowance	₹ 4,253.33	₹ 51,040.00
Cost To Company (A)		₹ 5,10,000.00

Notes:

- The fixed pay will be given out monthly
- Flexi-BenefitsPlan comprises Food Card(2,400.00per month), Telephone & Internet (2,000.00per month) and LTA(50,000.00 per annum). You can opt out of the Flexi Benefits plan. In such case, the Flexi Benefits plan amount will be added to Special Allowance.

Date: 14th January 2022

INTERNSHIP LETTER

Dear Abhishek Kumar,

Congratulations!

Thank you for exploring Learning Opportunities with **Acidaes Solutions Pvt. Ltd.** We are pleased to offer you **Internship** with our organization.

Please see below the specifics regarding your internship:

Internship Joining Date: 17th January 2022

Location for Internship: Noida

Address: Acidaes Solutions Pvt Ltd (CRMNEXT), Building No. 2, Candor Tech Space, Sector 62, Noida

Internship Stipend: 18,000 INR p.m.

Intern Notice Period: 1 month

On the successful completion of your graduation and submission of necessary university related documents, you will have an opportunity to be absorbed as **Graduate Engineer Trainee** by the organization, post an internal assessment.

GET Period: 1 year

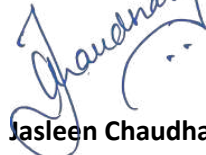
Pre-placement offer (compensation package): 3.8 LPA*

*Details of CTC are shared in Annexure A.

Please indicate your acceptance of the internship by signing this letter.

We look forward to your joining and a long mutually beneficial association.

For Acidaes Solutions Pvt. Ltd.



Jasleen Chaudhary
Manager- HR

Annexure "A": Details of Compensation Package

Annexure "B": Terms and Conditions of Internship

ANNEXURE "A"

Details of Compensation Package during GET period:

Components	Actual (Monthly)	Annual
Basic	13,453	1,61,433
Advance Statutory Bonus	1,500	18,000
Special Allowance	11,953	1,43,433
Total (A)	26,906	3,22,867
Gross salary (A)		
Benefits		
Gratuity		7,761
PF (employer)	1,614	19,372
Total (B)		27,133
Fixed (A+B)		3,50,000
Performance Bonus*		30,000
Total		INR 3,80,000

*The Variable Performance Bonus will be for performance during GET period and will be disbursed at the end of the GET period. This amount is payable only if the individual is in association at the time of disbursement and is not serving notice period.

All remunerations are subjected to the Indian tax laws, Gratuity Act 1972 and company employment rules.

Other benefits:

- Medical Insurance: The Company will provide medical insurance cover of INR 3 Lacs per annum for you.
- PA Insurance: You will be covered under Personal Accident Insurance Policy as per the existing scheme of the organization; the details of the same are available on HRMNEXT.

For Acidaes Solutions Private Ltd.



Jasleen Chaudhary
 Manager - HR

ANNEXURE "B"

Terms and Conditions of Internship

A. Internship Period

You will be associated as an Intern only post an introduction letter from and through the university. The association as Intern will be with us till the submission of degree/certificate of completion/ all semester marksheets of the current course. At the time of being considered for a Trainee Role, you will be assessed and basis your performance review you may be considered for the position of GET/MT in the organization.

B. Submission of Documents:

On the day of start of your internship, you are requested to bring along the following documents (original & photocopy) for submission and verification.

1. Internship letter (this letter) in original.
2. 4 copies of your passport sized color photographs with white background.
3. Standard X- and XII-mark sheet, passing certificates
4. Graduation/Post graduation certificate and mark sheet for all semesters.
5. 2 photocopy of PAN card
6. One photocopy of Passport
7. One photocopy of Aadhaar card

C. Leave

You will be eligible for 1 leave per month.

Please note if you are absent for a continuous period of 3 days without leave OR obtaining your manager's approval, your internship will be automatically terminated. There will be no initiation or notice thereof.

D. Notice Period:

During any point of your internship with us, either party can terminate the internship without assigning any reason whatsoever, by giving 30 days prior notice in writing or salary in lieu thereof for any kind of voluntary disassociation from services/ internship

The Intern is expected to serve his/her full Notice Period. Waiving of Notice Period by paying of short notice pay or its adjustment against leave accrual is at the discretion of the organization and depends on the business needs/ exigencies and the current involvement of the intern in projects. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the notice period as applicable to you.

You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

E. Termination:

At any point during the period of your internship, the Company reserves the right to terminate internship summarily without any notice period or termination payment, for unsatisfactory performance at work, or if it has reasonable ground to believe you are guilty of any gross misconduct or negligence or have committed misappropriation of funds or there has been any fundamental breach of contract or company code of conduct or any action that has caused any loss to the Company.

F. Separation from Company:

Upon termination of internship, you are required to return all assets and property of the Company such as documents, machines, data, files, and books etc. (including but not limited to leased properties) in your possession or under your control relating to your internship or clients' business affairs.

G. Confidentiality of Information:

Information pertaining to Acidaes operations and intellectual property is confidential and you are required to sign a non-disclosure agreement. If you are currently bound by any confidentiality agreement, you must notify the Company and indemnify the Company against any breach thereof.

H. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during your internship and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

I. General terms and conditions:

You will be required to abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions at its discretion, which shall be binding on you. All are required to read and comply with Acidaes Policies. Any breach of the Guidelines or the terms and conditions of internship may result in termination of your services without notice or compensation.

Please communicate your acceptance of this internship by signing a copy of this letter and returning it to us.

We welcome you and look forward to working with you.

.....

ACCEPTANCE OF INTERNSHIP TERMS AND CONDITIONS:

I agree that I have read, understood, and accepted internship with Acidaes Solutions Pvt Ltd under the terms and conditions stated above.

(Please sign below to confirm that you agree with the terms and conditions stated above)

Signature:

Printed Name: Abhishek Kumar

Date:

Date: 14th January 2022

INTERNSHIP LETTER

Dear Ashvini Sharma,

Congratulations!

Thank you for exploring Learning Opportunities with **Acidaes Solutions Pvt. Ltd.** We are pleased to offer you **Internship** with our organization.

Please see below the specifics regarding your internship:

Internship Joining Date: 17th January 2022

Location for Internship: Noida

Address: Acidaes Solutions Pvt Ltd (CRMNEXT), Building No. 2, Candor Tech Space, Sector 62, Noida

Internship Stipend: 18,000 INR p.m.

Intern Notice Period: 1 month

On the successful completion of your graduation and submission of necessary university related documents, you will have an opportunity to be absorbed as **Graduate Engineer Trainee** by the organization, post an internal assessment.

GET Period: 1 year

Pre-placement offer (compensation package): 3.8 LPA*

*Details of CTC are shared in Annexure A.

Please indicate your acceptance of the internship by signing this letter.

We look forward to your joining and a long mutually beneficial association.

For Acidaes Solutions Pvt. Ltd.



Jasleen Chaudhary
Manager- HR

Annexure "A": Details of Compensation Package

Annexure "B": Terms and Conditions of Internship

ANNEXURE "A"

Details of Compensation Package during GET period:

Components	Actual (Monthly)	Annual
Basic	13,453	1,61,433
Advance Statutory Bonus	1,500	18,000
Special Allowance	11,953	1,43,433
Total (A)	26,906	3,22,867
Gross salary (A)		
Benefits		
Gratuity		7,761
PF (employer)	1,614	19,372
Total (B)		27,133
Fixed (A+B)		3,50,000
Performance Bonus*		30,000
Total		INR 3,80,000

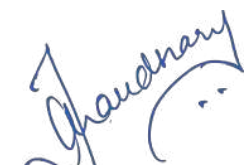
*The Variable Performance Bonus will be for performance during GET period and will be disbursed at the end of the GET period. This amount is payable only if the individual is in association at the time of disbursement and is not serving notice period.

All remunerations are subjected to the Indian tax laws, Gratuity Act 1972 and company employment rules.

Other benefits:

- Medical Insurance: The Company will provide medical insurance cover of INR 3 Lacs per annum for you.
- PA Insurance: You will be covered under Personal Accident Insurance Policy as per the existing scheme of the organization; the details of the same are available on HRMNEXT.

For Acidaes Solutions Private Ltd.



Jasleen Chaudhary
 Manager - HR

ANNEXURE "B"

Terms and Conditions of Internship

A. Internship Period

You will be associated as an Intern only post an introduction letter from and through the university. The association as Intern will be with us till the submission of degree/certificate of completion/ all semester marksheets of the current course. At the time of being considered for a Trainee Role, you will be assessed and basis your performance review you may be considered for the position of GET/MT in the organization.

B. Submission of Documents:

On the day of start of your internship, you are requested to bring along the following documents (original & photocopy) for submission and verification.

1. Internship letter (this letter) in original.
2. 4 copies of your passport sized color photographs with white background.
3. Standard X- and XII-mark sheet, passing certificates
4. Graduation/Post graduation certificate and mark sheet for all semesters.
5. 2 photocopy of PAN card
6. One photocopy of Passport
7. One photocopy of Aadhaar card

C. Leave

You will be eligible for 1 leave per month.

Please note if you are absent for a continuous period of 3 days without leave OR obtaining your manager's approval, your internship will be automatically terminated. There will be no initiation or notice thereof.

D. Notice Period:

During any point of your internship with us, either party can terminate the internship without assigning any reason whatsoever, by giving 30 days prior notice in writing or salary in lieu thereof for any kind of voluntary disassociation from services/ internship

The Intern is expected to serve his/her full Notice Period. Waiving of Notice Period by paying of short notice pay or its adjustment against leave accrual is at the discretion of the organization and depends on the business needs/ exigencies and the current involvement of the intern in projects. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the notice period as applicable to you.

You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

E. Termination:

At any point during the period of your internship, the Company reserves the right to terminate internship summarily without any notice period or termination payment, for unsatisfactory performance at work, or if it has reasonable ground to believe you are guilty of any gross misconduct or negligence or have committed misappropriation of funds or there has been any fundamental breach of contract or company code of conduct or any action that has caused any loss to the Company.

F. Separation from Company:

Upon termination of internship, you are required to return all assets and property of the Company such as documents, machines, data, files, and books etc. (including but not limited to leased properties) in your possession or under your control relating to your internship or clients' business affairs.

G. Confidentiality of Information:

Information pertaining to Acidaes operations and intellectual property is confidential and you are required to sign a non-disclosure agreement. If you are currently bound by any confidentiality agreement, you must notify the Company and indemnify the Company against any breach thereof.

H. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during your internship and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

I. General terms and conditions:

You will be required to abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions at its discretion, which shall be binding on you. All are required to read and comply with Acidaes Policies. Any breach of the Guidelines or the terms and conditions of internship may result in termination of your services without notice or compensation.

Please communicate your acceptance of this internship by signing a copy of this letter and returning it to us.

We welcome you and look forward to working with you.

.....

ACCEPTANCE OF INTERNSHIP TERMS AND CONDITIONS:

I agree that I have read, understood, and accepted internship with Acidaes Solutions Pvt Ltd under the terms and conditions stated above.

(Please sign below to confirm that you agree with the terms and conditions stated above)

Signature:

Printed Name: Ashvini Sharma

Date:

Date: 14th January 2022

INTERNSHIP LETTER

Dear Shashank Kumar,

Congratulations!

Thank you for exploring Learning Opportunities with **Acidaes Solutions Pvt. Ltd.** We are pleased to offer you **Internship** with our organization.

Please see below the specifics regarding your internship:

Internship Joining Date: 17th January 2022

Location for Internship: Noida

Address: Acidaes Solutions Pvt Ltd (CRMNEXT), Building No. 2, Candor Tech Space, Sector 62, Noida

Internship Stipend: 18,000 INR p.m.

Intern Notice Period: 1 month

On the successful completion of your graduation and submission of necessary university related documents, you will have an opportunity to be absorbed as **Graduate Engineer Trainee** by the organization, post an internal assessment.

GET Period: 1 year

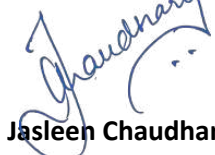
Pre-placement offer (compensation package): 3.8 LPA*

*Details of CTC are shared in Annexure A.

Please indicate your acceptance of the internship by signing this letter.

We look forward to your joining and a long mutually beneficial association.

For Acidaes Solutions Pvt. Ltd.



Jasleen Chaudhary
Manager- HR

Annexure "A": Details of Compensation Package

Annexure "B": Terms and Conditions of Internship

ANNEXURE "A"

Details of Compensation Package during GET period:

Components	Actual (Monthly)	Annual
Basic	13,453	1,61,433
Advance Statutory Bonus	1,500	18,000
Special Allowance	11,953	1,43,433
Total (A)	26,906	3,22,867
Gross salary (A)		
Benefits		
Gratuity		7,761
PF (employer)	1,614	19,372
Total (B)		27,133
Fixed (A+B)		3,50,000
Performance Bonus*		30,000
Total		INR 3,80,000

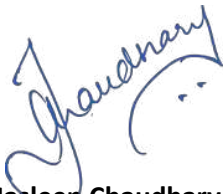
*The Variable Performance Bonus will be for performance during GET period and will be disbursed at the end of the GET period. This amount is payable only if the individual is in association at the time of disbursement and is not serving notice period.

All remunerations are subjected to the Indian tax laws, Gratuity Act 1972 and company employment rules.

Other benefits:

- Medical Insurance: The Company will provide medical insurance cover of INR 3 Lacs per annum for you.
- PA Insurance: You will be covered under Personal Accident Insurance Policy as per the existing scheme of the organization; the details of the same are available on HRMNEXT.

For Acidaes Solutions Private Ltd.



Jasleen Chaudhary
Manager - HR

ANNEXURE "B"

Terms and Conditions of Internship

A. Internship Period

You will be associated as an Intern only post an introduction letter from and through the university. The association as Intern will be with us till the submission of degree/certificate of completion/ all semester marksheets of the current course. At the time of being considered for a Trainee Role, you will be assessed and basis your performance review you may be considered for the position of GET/MT in the organization.

B. Submission of Documents:

On the day of start of your internship, you are requested to bring along the following documents (original & photocopy) for submission and verification.

1. Internship letter (this letter) in original.
2. 4 copies of your passport sized color photographs with white background.
3. Standard X- and XII-mark sheet, passing certificates
4. Graduation/Post graduation certificate and mark sheet for all semesters.
5. 2 photocopy of PAN card
6. One photocopy of Passport
7. One photocopy of Aadhaar card

C. Leave

You will be eligible for 1 leave per month.

Please note if you are absent for a continuous period of 3 days without leave OR obtaining your manager's approval, your internship will be automatically terminated. There will be no initiation or notice thereof.

D. Notice Period:

During any point of your internship with us, either party can terminate the internship without assigning any reason whatsoever, by giving 30 days prior notice in writing or salary in lieu thereof for any kind of voluntary disassociation from services/ internship

The Intern is expected to serve his/her full Notice Period. Waiving of Notice Period by paying of short notice pay or its adjustment against leave accrual is at the discretion of the organization and depends on the business needs/ exigencies and the current involvement of the intern in projects. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the notice period as applicable to you.

You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

E. Termination:

At any point during the period of your internship, the Company reserves the right to terminate internship summarily without any notice period or termination payment, for unsatisfactory performance at work, or if it has reasonable ground to believe you are guilty of any gross misconduct or negligence or have committed misappropriation of funds or there has been any fundamental breach of contract or company code of conduct or any action that has caused any loss to the Company.

F. Separation from Company:

Upon termination of internship, you are required to return all assets and property of the Company such as documents, machines, data, files, and books etc. (including but not limited to leased properties) in your possession or under your control relating to your internship or clients' business affairs.

G. Confidentiality of Information:

Information pertaining to Acidaes operations and intellectual property is confidential and you are required to sign a non-disclosure agreement. If you are currently bound by any confidentiality agreement, you must notify the Company and indemnify the Company against any breach thereof.

H. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during your internship and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

I. General terms and conditions:

You will be required to abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions at its discretion, which shall be binding on you. All are required to read and comply with Acidaes Policies. Any breach of the Guidelines or the terms and conditions of internship may result in termination of your services without notice or compensation.

Please communicate your acceptance of this internship by signing a copy of this letter and returning it to us.

We welcome you and look forward to working with you.

.....

ACCEPTANCE OF INTERNSHIP TERMS AND CONDITIONS:

I agree that I have read, understood, and accepted internship with Acidaes Solutions Pvt Ltd under the terms and conditions stated above.

(Please sign below to confirm that you agree with the terms and conditions stated above)

Signature:

Printed Name: Shashank Kumar

Date:

OCT 26, 2021

OFFER OF EMPLOYMENT

Ms. Chetna Pal
D/o. Mr. Ravi Kumar
230/18 A street No.-5 Railway Colony-Mandawali Fazalpur ,Delhi-92

Dear Chetna,

Congratulations!

We are pleased to welcome you as **Associate Software Engineer** in **Credex Technology Pvt. Ltd.**, subject to the Terms & Conditions mentioned below.

Your offer letter is enclosed.

This offer letter is valid for three working days from the date of sending this letter to you for your explicit acceptance. The offer will no longer be valid after the elapse of these three working days.

We look forward to the long term and mutually fruitful relationship.



Yours Sincerely,

For Credex Technology Pvt. Ltd

OFFER LETTER

We are pleased to welcome you as **Associate Software Engineer** in **Credex Technology Pvt Ltd**, subject to the Terms & Conditions mentioned below.

1. APPOINTMENT DATE:

Your start date will be July 01, 2022.

2. REMUNERATION:

You will be entitled for CTC (Cost To Company) package of **Rs. 5,00,000/-**

3. LEAVE ENTITLEMENT:

You will be entitled for the leave as per company policy.

4. NON-DISCLOSURE AGREEMENT:

The Company has a non-disclosure of any confidential and/ or proprietary information of the Company and their customers with anyone within and/ or outside the Company. Acceptance of this letter will mean the acceptance and abidance of the non-disclosure agreement acquired verbally or in written form, since the time you joined the Company. Any work done during your employment at Credex Technology, in terms of code development is an Intellectual Property of Credex Technology and its customers. You have no rights, whatsoever on the work done by you. You cannot disclose any confidential, technological or proprietary information that you gathered working at Credex Technology even after leaving the company for the next 3 years unless having a written explicit approval from the Company management. The Company reserves the right to initiate legal or any other recourse as deemed fit by the Company. You may be given a separate NDA document for explicit signature, however, the acceptance of this offer letter means that you are bound and will comply with the NDA clauses.

5. TERMINATION OF SERVICES:

Your employment will be subject to termination at any time without assigning any reason and by providing **60 days'** notice on either side. In case, of premature termination, no experience certificate will be issued. In case leave is required to be taken for personal reasons or unforeseen circumstances, it will be treated as leave without pay and the notice period may be extended at the discretion of the Company. Further, in case you leave without providing sufficient notice period, the Company reserves the right to deduct Salary including all other benefits for the insufficient period of notice from any payment that may be due to you. However, if your presence is required for completion of assigned tasks, you may not be relieved earlier than the expiry of your entire notice period. Violation of this would force the company to forfeit all your dues and take necessary legal action for any damages caused to the Company owing to your leaving without serving the entire notice period. The Company reserves the right to recover the loss incurred by Company by your insufficient notice.

You will be on a 3 months' Probation Period on the joining of the organization. During the probation period, you will be covered with the 60 day notice period clause, however, Company can decide to terminate your probation period by giving 60 days' notice with the reason. The reason of premature

OCT 26, 2021

OFFER LETTER

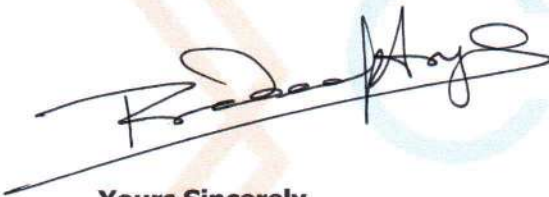
termination during the probation period from the company is the discretion on the company and you agree to abide by that.

You will not accept or perform any part time or other work whether honorary or remuneratory, without obtaining prior written permission of the Management. Violation of this would imply that the Company can charge you with financial damages and initiate legal action.

At any stage, within three years of your last working date at Credex Technology, you cannot join or consider any job offer from the existing or past clients of Credex Technology and their partner companies either directly or through a third party.

In the event of any act of indiscipline and/ or unauthorized absence from work and/ or creating unreasonable hindrance in timely completion of the assigned task etc., the employment can be terminated at any time without providing any notice period. The decision of the Company shall be final and binding. In case of such termination of your employment, any consideration for settlement of accounts will be made only after you have ensured knowledge transition and returned all the properties of the Company, their customer and/ or any other material entrusted to your care.

We look forward to the continuation of a long and mutually rewarding relationship.

A handwritten signature in black ink, appearing to be 'R. S. Singh', written over a horizontal line.

Yours Sincerely,

For Credex Technology Pvt. Ltd

CTC Break-up Sheet

Name: Chetna Pal

Effective Date: July 01, 2022

You will be entitled for CTC package of Rs. 5,00,000 /- with the breakup details given below:

Salary Break-up		
Part A	Per Month	Per Annum
BASIC	10,800	1,29,600
HRA	5,400	64,800
CONVEYANCE	1,600	19,200
SPECIAL ALLOWANCE	3,800	45,600
TOTAL (A)	21,600	2,59,200
Part B	Per Month	Per Annum
PERFORMANCE INCENTIVE (PI)*	-	25,248
SPECIAL BONUS 1** (Dec 31, 2022)	-	50,000
SPECIAL BONUS 2** (Jun 30, 2023)	-	50,000
SPECIAL BONUS 3** (Dec 31, 2023)	-	1,00,000
TOTAL (A+B)	21,600	4,84,448
Part C	Per Month	Per Annum
EMPLOYER PF CONTRIBUTION	1,296	15,552
COST TO THE COMPANY (A+B+C)	22,896	5,00,000

Notes:

1. The above break-up is subject to change, without impacting the total committed CTC to meet the conformity with statutory laws or as per management discretion.
2. Your Basic Salary/ Allowances etc. may be subject to income tax and TDS withholding as per income tax rules and regulations.
3. The PF Contribution mentioned above is as per agreed terms.
4. * PI - The payout of the PI is between 0-100% and is dependent on the company's evaluation of your performance. The performance evaluation for PI payout will be done during your next year appraisal provided you are employed with Credex Technology and have completed one year since the effective date and not serving the notice period.
5. **Special Bonus – These one-time payouts are payable on the dates mentioned in the table, provided you are employed with Credex Technology and not serving the notice period on the mentioned date.

Ms. Janvi Tomar
Email Id: janvitomarmkt_ece18@its.edu.in
Contact No: 7082932556

Date: 19th October 2021

Dear Janvi,

Sub: OFFER LETTER FOR SOFTWARE ENGINEER

We are pleased to offer you the position of “**Software Engineer**”. Your appointment will be effective on your joining date **25th October 2021**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Your Cost to Company (CTC) would be INR 2,82,500 per annum and will be revised to INR 4,20,000 per annum from 1st Nov 2022. It will be revised to 7,20,000 per annum or more from 1st Nov 2023.

Service Agreement: On joining the Company, undertakes to stay in Service agreement with the Company for a **minimum period of 2 Years**.

To confirm your acceptance of this offer, you are required to:

Respond via email to hr@qsstechnosoft.com to communicate acceptance of the offer and to confirm your joining date.

You are required to be available between 09:30 A.M- 10:00 A.M. We will do your joining formalities virtually

Your office timings would be 9:30 AM – 7:00 PM from Monday to Friday, however your manager may ask you to be available over the weekends depending on the project needs. Please bring following documents, on your joining date:

- (I) 1 photocopy of this letter duly signed and dated by you.
- (II) Education degree certificate and all your mark sheets for the highest degree attained – original and Photocopy both.
- (III) Four colored passport size photographs.
- (IV) Proof of identity. Bring 2 photocopies of the following documents: Aadhar card, Voter’s identification card and PAN card.

* Please note that all of the above documents are mandatory, and you will not be allowed to join without them.

Please contact us via hr@qsstechnosoft.com for any queries regarding your employment offer. The other terms and conditions of the offer are as follows:

Your initial posting will be in Noida. However, your services are transferable, and you may be assigned to any office of QSS, a subsidiary, or associate company. In such case, you will be governed by the policies of that location.

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

Your appraisal cycle would be one year from the joining date. You would be applicable for this on Performance and prorate basis. Appraisal is conditional to the performance of company and individual both. Company’s policy for this may change from time to time if needed and would be applicable to every employee.

Your designation may be changed at the discretion of the Company depending on the work assigned to you. Your offer will be at the discretion of the company which means the company may terminate your offer at any time, based on performance.

If you are absent for a continuous period of 3 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.

Upon completion of service agreement period, you or the Company may terminate your service at any time by giving 90 days' notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. Employee agrees that he/she may be held financially liable for lost or damaged property. Employee also agrees that failure to return equipment/s will be considered theft and may lead to criminal prosecution by company.

Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

The benefits as outlined herein and in QSS policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.

During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

Information pertaining to QSS operations and intellectual property is confidential. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

Our financial team starts the salary calculations way before the salary release date. Because of this salary for employees joining before 15th of month would be processed with the salary of same month; however, salary for employees joining after 15th of month would be added as arrears in the next month salary.

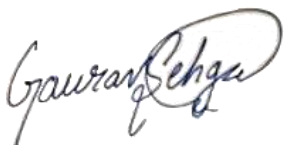
The impact of today's technology and pace of change is tremendous. We hope you are as excited as we are to play a part in that revolution. At QSS, we are changing the world every day and we will be delighted to have you as part of our team.

To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to QSS on your onboarding day.

For, **QSS Technosoft Pvt. Ltd.**

Date:

Signature:



Gaurav Sehgal

Human Resource

The breakup of the annual compensation package is provided below.

Annual CTC Structure		
A. Salary Component	Amount per month	Amount per annum
Basic Salary	8890	106676
HRA- House Rent Allowance	4445	53338
Special Allowance	3378	40537
Night Allowance	0	0
LTA – Leave Travel Allowance	0	0
Performance Based Earning (PBE)	2667	32003
Employee Provident Fund	1067	12801
Employer Contribution PF	1067	12801
Gross Salary	21513	270055
Gratuity	370	4445
Yearly Retention Bonus	0	0
Group Medical Insurance	667	8000
Net Pay	19379	
Total CTC		282500
* You will get the group medical insurance of INR 300000.		
* Gratuity would be paid as per government rules		
* Please note that Salary Structure is subject to change in lieu of change in company policy		
* Income tax rules and all benefits as per company policy, which are subject to change from time to time.		

Fwd: ITS Interview & Selection Process : APPINVENTIV Technologies

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Sat, Nov 20, 2021 at 4:07 PM

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

From: **Career Appinventiv** <career@appinventiv.com>
Date: Thu, Nov 18, 2021 at 7:02 PM
Subject: Re: ITS Interview & Selection Process : APPINVENTIV Technologies
To: Shalini Khatri <shalini.khatri@its.edu.in>
Cc: Niharika Rawat <niharika.rawat@appinventiv.com>

Hi Shalini,
Abhay is also selected with us , please block him.

Abhay Purwar	abhaymp_ece18@its.edu.in	ITS Engineering College
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On Wed, Nov 10, 2021 at 5:56 PM Career Appinventiv <career@appinventiv.com> wrote:

Hi Shalini,
Please find the list of final selects below. Their joining date will be from January 2022. Please block them for Appinventiv.

Nitish Kumar	nitishkumarjnp_ece18@its.edu.in
Shubhendra singh	shubham97172@gmail.com

Note: Abhay is still aligned for the interview tomorrow as today his internet connectivity was poor.

[Quoted text hidden]

Fwd: Talentise Global | Final Result (List 2) - Black Box Corporation - B.E/B.Tech (CSE/IT)- 2021 & 2022 Batch - DELHI NCR - ITSEC

1 message

Somesh Nath <crc1.engg@its.edu.in>

Wed, Aug 17, 2022 at 9:34 AM

To: Mohd Hilal <mohdhilal.lib@its.edu.in>, ITS Placement <crc_itsecgn@its.edu.in>

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

From: Somesh Nath <crc1.engg@its.edu.in>

Date: Tue, Aug 16, 2022 at 11:47 AM

Subject: Re: Talentise Global | Final Result (List 2) - Black Box Corporation - B.E/B.Tech (CSE/IT)- 2021 & 2022 Batch - DELHI NCR - ITSEC

To: sweeta singh <Sweetapalsinghsp_ace18@its.edu.in>, abhishek yadav <abhisheksinghyadavvsy_cse18@its.edu.in>, HOD Engg GN <hod_engg_gn@its.edu.in>, Director Engg <dir.engg@its.edu.in>, Sadhana Dwivedi <frontoffice.engg@its.edu.in>, Shaily Rai <shaily.raai@its.edu.in>, ITS Placement <crc_itsecgn@its.edu.in>

Cc: Raju Das - Talentise Global <raju@talentiseglobal.com>, <subhajit@talentiseglobal.com>, Campus NCR - Talentise Global <campus.ncr@talentiseglobal.com>

Congratulations on final selection. Best of Luck

On Tue, Aug 16, 2022 at 11:36 AM Campus NCR - Talentise Global <campus.ncr@talentiseglobal.com> wrote:

**FINAL RESULT(LIST 2)| BLACK BOX CORPORATION
B.E/B.Tech(CSE/IT)| 2021 & 2022 Batch**

Dear Sir,

Greetings From Talentise Global !!

TALENITISE GLOBAL has been given the responsibility of organizing & coordinating an "Integrated Virtual Campus Drive" by & for "Black Box Corporation" for the 2021 passed out & 2022 passing out batch B.E/B.Tech candidates from few selected colleges in your region.

Please refer below for the selected candidate.



Selected candidate :

SL.NO.	CANDIDATE NAME	GENDER	INSTITUTE STATE	COURSE	STREAM	INSTITUTE NAME	EMAIL ID	PHONE NUMBER	Status
1	SHWETA KUMARI	FEMALE	DELHI NCR	B.E/B.TECH	CSE	ITSEC	shwetak5517@gmail.com	6200221177	Selected
2	VIVEK SHUKLA	MALE	DELHI NCR	B.E/B.TECH	CSE	RKGIT	vivekcs_2018@rkgitw.edu.in	9999306182	Selected
3	ABHISHAIK SINGH YADAV	MALE	DELHI NCR	B.E/B.TECH	CSE	ITSEC	abhisheksinghyadavvsy_cse18@its.edu.in	8174877563	Selected

Please Note:

- The Institutes are requested to inform the candidates and respond to us their respective acceptance latest within 18th May 2022 by 05:30 PM.


We congratulate the candidates for his great success & wish him for bright future.

DISCLAIMER : TALENITISE GLOBAL

- TALENITISE GLOBAL does not commit or guarantee any job to any candidate of the institute while performing its responsibilities within the scope of the work in this initiative.
- The Final recruitment will be carried out through by the corporate depending / matching with their satisfaction & expectation with the candidate.
- TALENITISE GLOBAL (at any stage) in no way will influence/interfere or play any role in the recruitment / selection process of the corporate/employer.
- TALENITISE GLOBAL does not commit any vacancy in any form from any particular company or organization under this initiative.
- The selected candidates will not have to pay any fees or amount to any party concerned in this recruitment drive.
- If a candidate is offered from this recruitment drive under this initiative (also when the candidates accept the offer), the candidate will not be entitled to appear for any other recruitment process as organized by TALENITISE GLOBAL in terms of PLACEMENT (CAMPUS) SUPPORT INITIATIVE.
- TALENITISE GLOBAL will not be responsible for any change made by the recruiting organization in terms of recruitment offer or joining status at a later stage.

If you need any further explanation, please let us know.

Thanks & Regards,
Gourab Chatterjee

cid:part8.05030507.09080209@talentiseglobal.com

Somesh Nath

Corporate Resource Center

+91 8756099901

--

Thanks & Regards,

Somesh Nath

Manager - (T & P)

Corporate Resource Center

+91 8756099901

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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1st February 2022
Mr. Abhishek Kumar
Greater Noida, 201310
India

Dear Abhishek Kumar

We are pleased to inform you that your application for an Internship program has been accepted.

We are pleased to offer you an appointment for the position of : **Quality Associate** at **B8**. Your internship with **Hashedin Technologies Private Limited** ("Company") will be in Bengaluru. The Internship program is for a duration of **Four Months** beginning **7th March 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

This will be followed by a job offer of **Quality Engineer-I** at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 7,12,500/- (Rupees Seven Lakhs Twelve Thousand Five Hundred Only). You can refer to the following table for the breakup.

Component	Amount in INR
Fixed CTC	₹ 525000
Performance Variable Bonus Upto	₹ 87500
Total Cost to Company	₹ 712500
Joining Bonus (One Time Payment)	₹ 100000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **Hashedin Technologies Private Limited**
Best Regards,

Authorized Signatory

Signature

Date

CONFIRMATION PAGE

The undersigned hereby confirms that he has signed and accepted the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") in consideration of his internship with **Hashedin Technologies Private Limited** as **Quality Associate** subject to the following:

- The Agreement shall be valid from **7th March 2022** to **29th July 2022**
- The conditions relating to Notice Period, Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Any reference to "Employment" in the Agreement shall mean "Internship".
- Any reference to "Employer" in the Agreement shall mean "Company".
- Any reference to myself as an "Employee" in the Agreement shall mean "Intern".
- Any reference to "Employment Agreement" in the Agreement shall mean "Internship Agreement".

Signed and Accepted

Candidate Name

Date: _____

CONFIDENTIALITY AND WAIVER AGREEMENT

This Confidentiality and Waiver Agreement (the "Agreement") is effective as of **7th March 2022** ("Effective Date") is by and between:

Hashedin Technologies Private Limited having its registered office at Bengaluru (referred to as "Company") **Abhishek Kumar**, residing at **Greater Noida** (referred to as "Recipient") hereby agree as follows:

1. The Recipient has applied to the Company for an Internship Program with the Company (referred to as "Internship"). The Company has accepted the application of the Recipient for Internship at the Company's premises from **7th March 2022** to **29th July 2022**.
2. The Recipient will comply with all rules, regulations, guidelines, policies and practices of the Company, which may be amended from time to time.
3. In consideration of the Recipient's participation in the Internship, the Recipient, for himself and his heirs, executors, administrators, representatives, assigns and successors in interest (hereinafter collectively "successors") forever waive and release the Company, its affiliates, Deloitte LLP and its subsidiaries, affiliates and related entities, Deloitte Touche Tohmatsu Limited ("DTTL") and any and all DTTL associate and member firms, all their respective, past, present and future parent companies, subsidiaries, officers, directors, employees, members, partners, principals, successors, transferees and assigns (collectively "Released Parties") from any and all claims, causes of action, liabilities, obligations, damages, losses, demands, judgments, costs and expenses, of every kind, nature or form, including, without limitation, attorney's fees, whether in contract, statute, tort (such as negligence) or otherwise, relating to, arising from or in any way, directly or indirectly, connected to, or arising out of the Recipient's participation in or association with the Internship, including any travel to or return from the Internship at the Company's premises.
4. The Company may disclose to the Recipient certain confidential, proprietary or non-public business information and/or trade secrets, which may also include information, materials, and ideas of or about the Company, its affiliates, related entities of Deloitte U.S. Entities, DTTL and its network of member firms or their affiliates, or clients, vendors, licensors or other persons, which materials, information or ideas are not generally known to the public, including, without limitation, discussion, presentation, materials, information or ideas relating to business plans, operations, products, services, methods, procedures, clients or prospective clients, equipment, or systems, whether in written, oral or any other form and also includes personally identifiable information about employees (including name, address, date of birth, photographs, government identifiers like PAN, license etc.) (referred to as the "Confidential Information") from the Effective Date onwards.
5. From the Effective Date onwards, Recipient shall not disclose such Confidential Information and shall hold it in trust for the sole benefit of the Company. Any other details provided to or otherwise made available to the Recipient by the Company or otherwise obtained or learnt by the Recipient are also covered under this Agreement and is to be treated as Confidential Information.
6. From the Effective Date onwards in relation to Confidential Information, Recipient agrees that:
 - I. Recipient shall not disclose the Confidential Information to anyone.
 - II. Recipient shall not copy or reproduce, in whole or in part, any Confidential Information without prior written authorization of the Company; and
 - III. Recipient shall promptly return or, with Company's prior written approval, destroy all Confidential Information and copies thereof.
7. Recipient acknowledges that the Confidential Information has tangible value and contains personal and proprietary information and that the Company will suffer irreparable damage for which money damages will not be a sufficient remedy in the event of a breach of any provision of this Agreement. The Company shall be entitled to specific performance and injunctive relief as remedies for any breach

or threatened breach of any provision of this Agreement and such remedies shall not be deemed to be exclusive remedies for such breach or threatened breach by Recipient but shall be in addition to all other remedies available to the Company at law or in equity.

8. Recipient shall indemnify and hold harmless the Company, and their respective partners, principals and employees from and against any and all claims, obligations, losses, injuries, damages, reasonable costs and reasonable expenses (including, without limitation, reasonable attorneys' fees) incurred or suffered by reason of any breach by Recipient of any of the provisions of this Agreement.

9. Waivers and Amendments

(i) No delay or omission by any party in enforcing its rights or remedies hereunder shall impair such right or remedy or be deemed to be a waiver thereof.

(ii) No amendment or waiver shall be valid unless in writing and signed by both parties.

10. This Agreement shall be governed by the laws of India.

IN WITNESS WHEREOF, the Company and Recipient have caused this Agreement to be executed by their duly authorized representatives effective as of the date first above written.

Hashedin Technologies Private Limited	Abhishek Kumar Date: Place: Greater Noida
--	---

Fwd: Consent accepted!

1 message

Akash Kumar <akashkumarop_cse18@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Sat, Nov 20, 2021 at 1:35 PM

----- Forwarded message -----
From: <embark.welcome@wipro.com>
Date: Tue, Nov 9, 2021, 1:32 PM
Subject: Consent accepted!
To: <akashkumarop_cse18@its.edu.in>



Consent is accepted

Dear Akash Kumar,

Thank you for accepting Consent letter/s in Embark. However, you've not completed your profile yet. Please complete your profile at the earliest to continue with the next steps in the hiring process.

Click the link to access your account. [Click here](#)

Visit My Profile and complete your profile with the latest information. Keep your education and employment documents handy to ensure the information entered is accurate.

Warm Regards,
The Talent Acquisition Team at Wipro.



We are an Equal Opportunity/Affirmative Action employer. All qualified applicants receive consideration for employment without regard to race, color, religion, sex, national origin, gender identity, sexual orientation, disability status, protected veteran status, or any other characteristic protected by law.

This is an auto-generated mail. Please do not respond.

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Fwd: Wipro Elite NTH FY 22 | ITS Engineering College | Final Interview Selects List

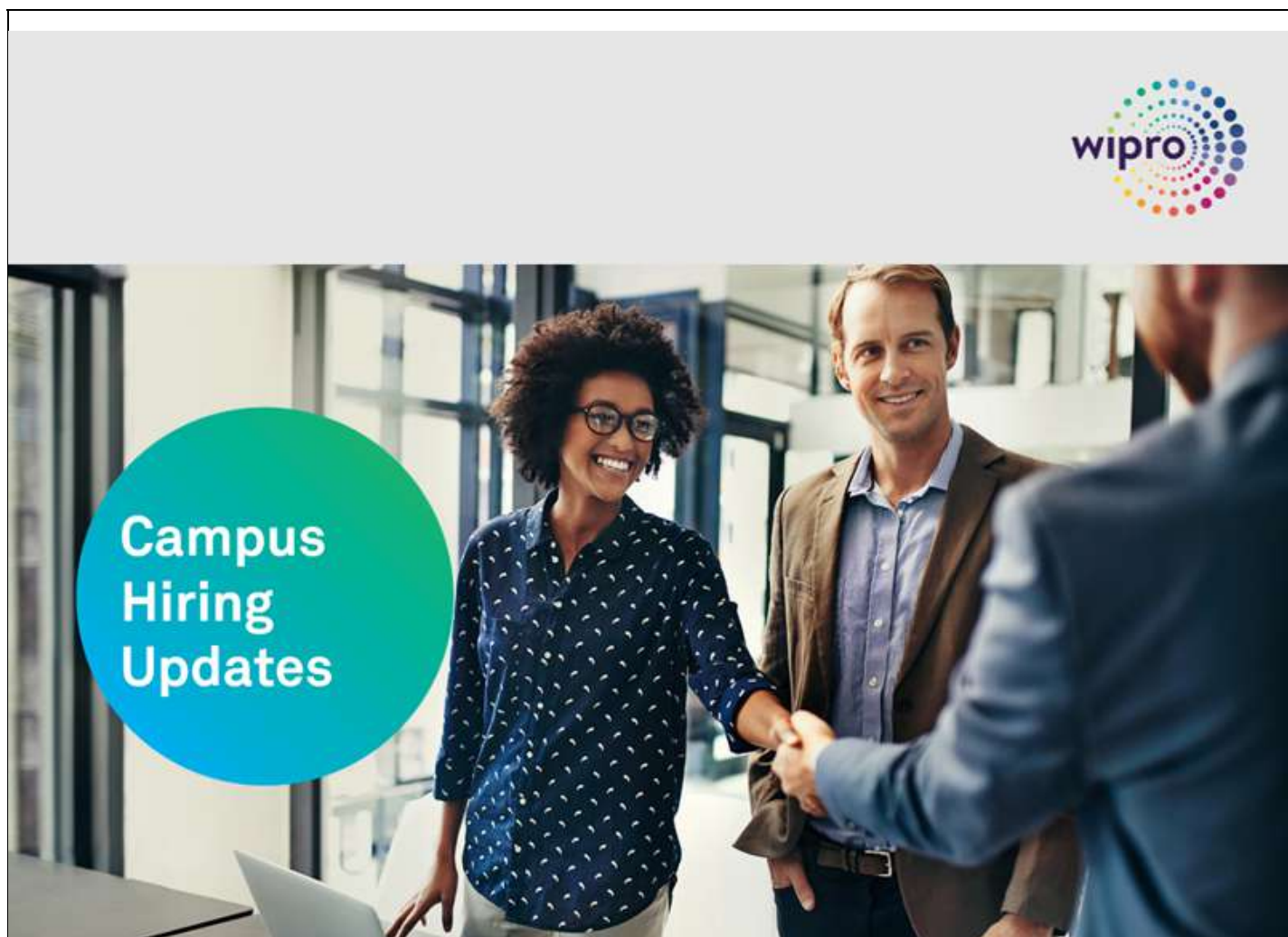
1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Oct 29, 2021 at 10:59 AM

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

From: **Samantha Braganza (Human Resources)** <samantha.braganza@wipro.com>
Date: Fri, Oct 29, 2021 at 10:36 AM
Subject: Wipro Elite NTH FY 22 | ITS Engineering College | Final Interview Selects List
To: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>
Cc: Najeeb Khan (Human Resources) <najeeb.khan3@wipro.com>, Lavanam Amballa (Human Resources) <lavanam.amballa@wipro.com>



Wipro | Campus Hiring Update – Elite NTH FY 22

Dear Ms Shalini Katri

ITS Engineering College

Greetings from Wipro!

Thank you for enabling the fresher recruitment for 2022 engineering graduates from your esteemed institution.

We are pleased to confirm the list of final selects in ELITE hiring process.

We would like to congratulate the selected candidates and a very successful career ahead!

Kindly note that the shortlisted candidates will receive the Letter of Intent (LOI) through Superset platform after authentication process. The candidates are expected to accept the LOI within 15 calendar days where the final offer letter is issued after document verification and Audit clearance.

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

Wipro has introduced digitally signed offer letters for technical campus recruits which contains the candidate's photograph. These offer letters can only be downloaded by the respective candidates through the Wipro portal and will not be sent via courier or email.

We sincerely thank you for the support extended to complete the process successfully.

Regards,

Global Campus Hiring Team,

Wipro Limited

Wipro is taking steps to prevent fraudulent agencies from issuing fake offers letters by introducing digitally signed offer letters for campus recruits. Offer letters will also contain the candidate's photograph. The Wipro Technical campus offer letters can only be downloaded by the respective candidates through the Wipro portal and will not be sent by courier or email.

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com.



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 **Wipro Elite NTH FY 22 - ITS - Final Interview Selects.xlsx**
16K

S No	Wipro Registration No.	Candidate Name	College Name	Graduation	Branch of Study	Email ID
1	1220145	tenzin norzin	ITS Engineering College, Greater Noida	2022	Computer Science	tenzinnorzin2000@gmail.com
2	1417104	Vinit	ITS Engineering College, Greater Noida	2022	Mechanical	vinitvp_me18@its.edu.in
3	1395578	Monika Sharma	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	monikasharmanks_cse18@its.edu.in
4	1609433	Happy kumar	ITS Engineering College, Greater Noida	2022	Computer Science	happykumar1198@gmail.com
5	1384472	Bhanu Pratap	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	bhanupratapmk_cse18@its.edu.in
6	1710228	Ritik Prakash	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	ritikprakash631@gmail.com
7	1392427	Abhishek Kumar	ITS Engineering College, Greater Noida	2022	Computer Science	abhishekkumarmk_cse18@its.edu.in
8	1569896	Ravina Gupta	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	ravinaguptasg_cse18@its.edu.in
9	1740774	Tushar Verma	ITS Engineering College, Greater Noida	2022	Electronics & Communication Engineering	tusharvermarv_ece18@its.edu.in
10	1603177	Shivam Sharma	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	shivamsharmabs_cse18@its.edu.in
11	1715161	Kartikeye Pandey	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	kartikeyepandeybp_cse18@its.edu.in
12	1361873	Tanmay Srivastava	ITS Engineering College, Greater Noida	2022	Electronics & Communication Engineering	tanmayraj777@gmail.com
13	1406810	Swagat Sriram Bara	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	swagatskb_cse18@its.edu.in
14	1689574	Shashank Kumar	ITS Engineering College, Greater Noida	2022	Electronics & Communication Engineering	shashankkumarksb_ece18@its.edu.in
15	1653837	Sagar Kumar Thakur	ITS Engineering College, Greater Noida	2022	Electronics & Communication Engineering	sagarkt98@gmail.com
16	1627996	Prajul Chaudhary	ITS Engineering College, Greater Noida	2022	Electronics & Communication Engineering	panghalprajul@gmail.com
17	1594292	suryanshu sharma	ITS Engineering College, Greater Noida	2022	Computer Science	suryanshukms@gmail.com
18	1661519	Akash Kumar	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	akashkumarop_cse18@its.edu.in
19	1466064	Divyanshi	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	divyanshirajput2000@gmail.com
20	1758807	Ajay Chaudhary	ITS Engineering College, Greater Noida	2022	Mechanical	ajaychaudharyrlc_me18@its.edu.in
21	1369285	Swapnil	ITS Engineering College, Greater Noida	2022	Computer Science	pandey.swapnil294@gmail.com
22	1697588	Vivek Kumar Chaurasia	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	vivekkumarchaurasiagcc_cse18@its.edu.in
23	1609376	Rohit sahu	ITS Engineering College, Greater Noida	2022	Electrical & Electronics Engineering	rohitsahukss_eee18@its.edu.in
24	1390950	Dev Bhardwaj	ITS Engineering College, Greater Noida	2022	Computer Science	devbhardwaj159@gmail.com
25	1659426	Siddhant Jain	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	siddhantjainsj_cse18@its.edu.in

Fwd: Mphasis_Letter of Intent!

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Oct 29, 2021 at 9:28 AM

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Thu, Oct 28, 2021 at 6:45 PM
Subject: Mphasis_Letter of Intent!
To: Anjaliupadhyay663@gmail.com <Anjaliupadhyay663@gmail.com>
Cc: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>

Ref.No- MPHTH_CD2022-2312

Dear Anjali Upadhyay,

College Name: **ITS Engineering College, Greater Noida.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum,** which would be effective 1st of subsequent month.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employees.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation.
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of

building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

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3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within **15 days** of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

- a. PAN card
- b. Aadhar card
- c. Passport
- d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

Thanks and Regards

Mphasis – Campus Team

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Fwd: Wipro Elite NTH FY 22 | ITS Engineering College | Final Interview Selects List

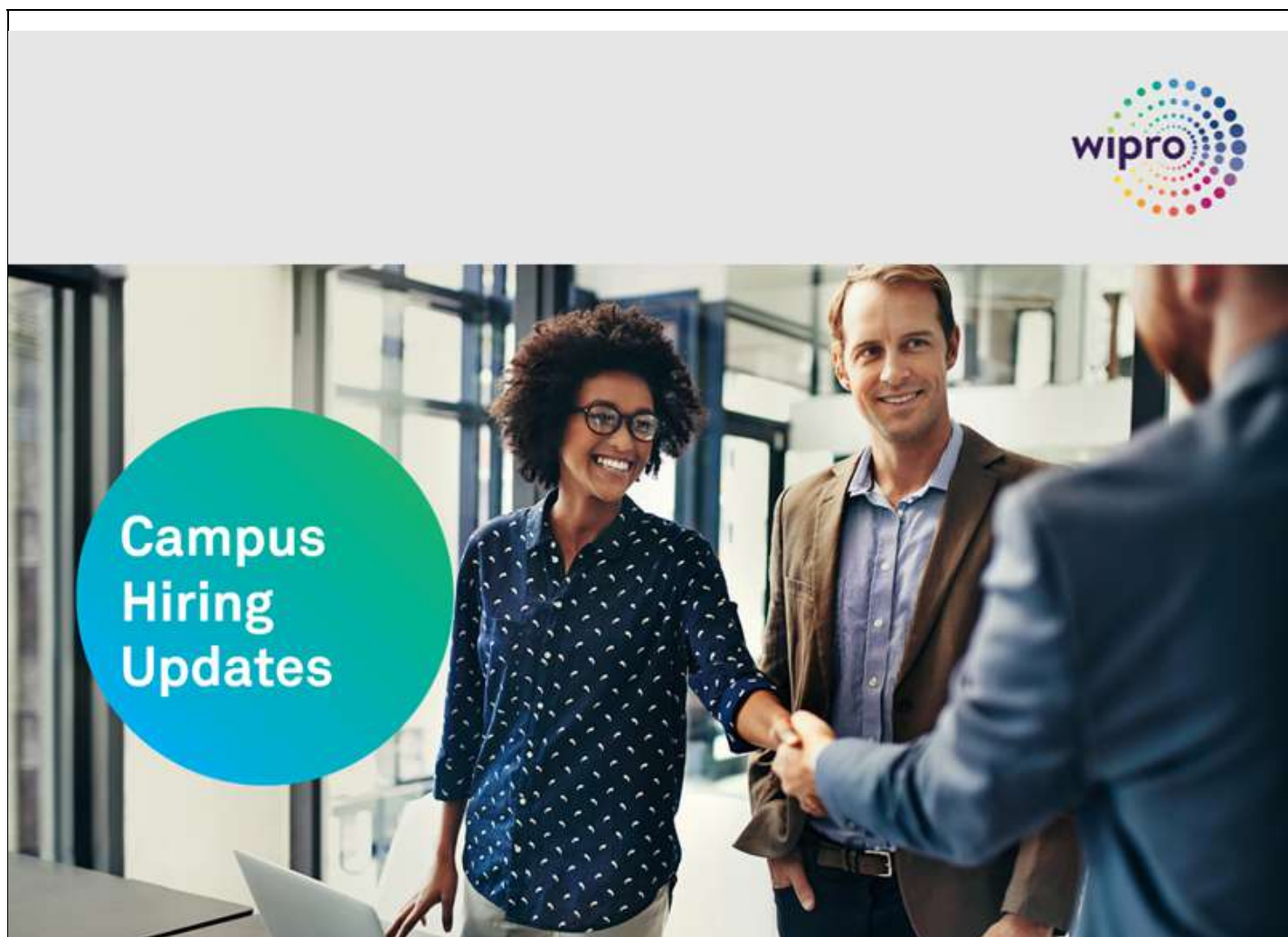
1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Oct 29, 2021 at 10:59 AM

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

From: **Samantha Braganza (Human Resources)** <samantha.braganza@wipro.com>
Date: Fri, Oct 29, 2021 at 10:36 AM
Subject: Wipro Elite NTH FY 22 | ITS Engineering College | Final Interview Selects List
To: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>
Cc: Najeeb Khan (Human Resources) <najeeb.khan3@wipro.com>, Lavanam Amballa (Human Resources) <lavanam.amballa@wipro.com>



Wipro | Campus Hiring Update – Elite NTH FY 22

Dear Ms Shalini Katri

ITS Engineering College

Greetings from Wipro!

Thank you for enabling the fresher recruitment for 2022 engineering graduates from your esteemed institution.

We are pleased to confirm the list of final selects in ELITE hiring process.

We would like to congratulate the selected candidates and a very successful career ahead!

Kindly note that the shortlisted candidates will receive the Letter of Intent (LOI) through Superset platform after authentication process. The candidates are expected to accept the LOI within 15 calendar days where the final offer letter is issued after document verification and Audit clearance.

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

Wipro has introduced digitally signed offer letters for technical campus recruits which contains the candidate's photograph. These offer letters can only be downloaded by the respective candidates through the Wipro portal and will not be sent via courier or email.

We sincerely thank you for the support extended to complete the process successfully.

Regards,

Global Campus Hiring Team,

Wipro Limited

Wipro is taking steps to prevent fraudulent agencies from issuing fake offers letters by introducing digitally signed offer letters for campus recruits. Offer letters will also contain the candidate's photograph. The Wipro Technical campus offer letters can only be downloaded by the respective candidates through the Wipro portal and will not be sent by courier or email.

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com.



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 **Wipro Elite NTH FY 22 - ITS - Final Interview Selects.xlsx**
16K

S No	Wipro Registration No.	Candidate Name	College Name	Graduation	Branch of Study	Email ID
1	1220145	tenzin norzin	ITS Engineering College, Greater Noida	2022	Computer Science	tenzinnorzin2000@gmail.com
2	1417104	Vinit	ITS Engineering College, Greater Noida	2022	Mechanical	vinitvp_me18@its.edu.in
3	1395578	Monika Sharma	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	monikasharmanks_cse18@its.edu.in
4	1609433	Happy kumar	ITS Engineering College, Greater Noida	2022	Computer Science	happykumar1198@gmail.com
5	1384472	Bhanu Pratap	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	bhanupratapmk_cse18@its.edu.in
6	1710228	Ritik Prakash	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	ritikprakash631@gmail.com
7	1392427	Abhishek Kumar	ITS Engineering College, Greater Noida	2022	Computer Science	abhishekkumarmk_cse18@its.edu.in
8	1569896	Ravina Gupta	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	ravinaguptasg_cse18@its.edu.in
9	1740774	Tushar Verma	ITS Engineering College, Greater Noida	2022	Electronics & Communication Engineering	tusharvermarv_ece18@its.edu.in
10	1603177	Shivam Sharma	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	shivamsharmabs_cse18@its.edu.in
11	1715161	Kartikeye Pandey	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	kartikeyepandeybp_cse18@its.edu.in
12	1361873	Tanmay Srivastava	ITS Engineering College, Greater Noida	2022	Electronics & Communication Engineering	tanmayraj777@gmail.com
13	1406810	Swagat Sriram Bara	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	swagatskb_cse18@its.edu.in
14	1689574	Shashank Kumar	ITS Engineering College, Greater Noida	2022	Electronics & Communication Engineering	shashankkumarksb_ece18@its.edu.in
15	1653837	Sagar Kumar Thakur	ITS Engineering College, Greater Noida	2022	Electronics & Communication Engineering	sagarkt98@gmail.com
16	1627996	Prajul Chaudhary	ITS Engineering College, Greater Noida	2022	Electronics & Communication Engineering	panghalprajul@gmail.com
17	1594292	suryanshu sharma	ITS Engineering College, Greater Noida	2022	Computer Science	suryanshukms@gmail.com
18	1661519	Akash Kumar	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	akashkumarop_cse18@its.edu.in
19	1466064	Divyanshi	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	divyanshirajput2000@gmail.com
20	1758807	Ajay Chaudhary	ITS Engineering College, Greater Noida	2022	Mechanical	ajaychaudharyrlc_me18@its.edu.in
21	1369285	Swapnil	ITS Engineering College, Greater Noida	2022	Computer Science	pandey.swapnil294@gmail.com
22	1697588	Vivek Kumar Chaurasia	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	vivekkumarchaurasiagcc_cse18@its.edu.in
23	1609376	Rohit sahu	ITS Engineering College, Greater Noida	2022	Electrical & Electronics Engineering	rohitsahukss_eee18@its.edu.in
24	1390950	Dev Bhardwaj	ITS Engineering College, Greater Noida	2022	Computer Science	devbhardwaj159@gmail.com
25	1659426	Siddhant Jain	ITS Engineering College, Greater Noida	2022	Computer Science & Engineering	siddhantjainsj_cse18@its.edu.in

Fwd: Mphasis_Letter of Intent!

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Oct 29, 2021 at 9:27 AM

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Thu, Oct 28, 2021 at 6:47 PM
Subject: Mphasis_Letter of Intent!
To: chandanpandeyrcp_cse18@its.edu.in <chandanpandeyrcp_cse18@its.edu.in>
Cc: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>

Ref.No- MPHTH_CD2022-2314

Dear Chandan Pandey,

College Name: **ITS Engineering College, Greater Noida.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

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4. On successful verification of documents and certificates provided by you.

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- b. Aadhar card
- c. Passport
- d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

Thanks and Regards

Mphasis – Campus Team

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Selected_ HashedIn by Deloitte

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Thu, Dec 23, 2021 at 3:27 PM

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

From: **Kumari, Varsha** <varskumari@deloitte.com>

Date: Thu, Dec 23, 2021 at 3:17 PM

Subject: RE: HashedIn by Deloitte_Campus Recruitment 2022_ Job Opportunities

To: Shalini Khatri <shalini.khatri@its.edu.in>

Cc: Shetty, Shravya <shravshetty@deloitte.com>, Dash, Priyanka <prdash@deloitte.com>

Dear Team,

Greetings!

PFB the Final selected candidates from overall interview process.

Name	Email ID	Status	Role Offered
Riya singh ITS (SDET)	riyasinghpks_cse18@its.edu.in	Selected	Intern + SDET Engineer- I
Sagar Kumar Thakur ITS (SDET)	sagarkumarthakurakt_ece18@its.edu.in	Selected	Intern + SDET Engineer- I
Chetna Pal ITS (QA)	chetnapalrk_cse18@its.edu.in	Selected	Intern + QA Engineer- I
DIVYANSHI ITS (QA)	divyanshirajput2000@gmail.com	Selected	Intern + QA Engineer- I
Naman Kashyap ITS (QA)	namankashyaprkcse18@its.edu.in	Selected	Intern + QA Engineer- I
Manish Kumar ITS (QA)	manishkumarsm_cse18@its.edu.in	Selected	Intern + QA Engineer- I
Abhishek Kushwaha ITS (QA)	abhishekkushwahasnk_cse18@its.edu.in	Selected	Intern + QA Engineer- I

Nikita ITS (QA)	nikitamks_cse18@its.edu.in	Selected	Intern + QA Engineer- I
Abhishek Kumar ITS (QA)	abhishekkumarks_cse18@its.edu.in	Selected	Intern + QA Engineer- I
Ujjawal Kumar ITS (QA)	ujjawalkumarsks_cse18@its.edu.in	Selected	Intern + QA Engineer- I

Regards,

Varsha Kumari

Recruitment Analyst- Campus Recruiter

[HashedIn By Deloitte](#)

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Fwd: Mphasis_Letter of Intent!

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Oct 29, 2021 at 9:25 AM

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Thu, Oct 28, 2021 at 6:50 PM
Subject: Mphasis_Letter of Intent!
To: harshpundirkps_ace18@its.edu.in <harshpundirkps_ace18@its.edu.in>
Cc: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>

Ref.No- MPHTH_CD2022-2316

Dear Harsh Pundir,

College Name: **ITS Engineering College, Greater Noida.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
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Thanks and Regards

Mphasis – Campus Team

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Fwd: Mphasis_Letter of Intent!

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Oct 29, 2021 at 9:27 AM

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Thu, Oct 28, 2021 at 6:48 PM
Subject: Mphasis_Letter of Intent!
To: hemantsharmats_ece18@its.edu.in <hemantsharmats_ece18@its.edu.in>
Cc: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>

Ref.No- MPHTH_CD2022-2317

Dear Hemant Sharma,

College Name: **ITS Engineering College, Greater Noida.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

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Thanks and Regards

Mphasis – Campus Team

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Fwd: Mphasis_Letter of Intent!

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Oct 29, 2021 at 9:27 AM

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Thu, Oct 28, 2021 at 6:48 PM
Subject: Mphasis_Letter of Intent!
To: kunalahlawatos_cse18@its.edu.in <kunalahlawatos_cse18@its.edu.in>
Cc: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>

Ref.No- MPHTH_CD2022-2320

Dear Kunal Ahlawat,

College Name: **ITS Engineering College, Greater Noida.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
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4. On successful verification of documents and certificates provided by you.

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Fwd: Mphasis_Letter of Intent!

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Oct 29, 2021 at 9:30 AM

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Thu, Oct 28, 2021 at 6:42 PM
Subject: Mphasis_Letter of Intent!
To: mohdshakaibghazimrg_ece18@its.edu.in <mohdshakaibghazimrg_ece18@its.edu.in>
Cc: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>

Ref.No- MPHTH_CD2022-2322

Dear Mohd Shakaib Ghazi,

College Name: **ITS Engineering College, Greater Noida.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

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Fwd: Mphasis_Letter of Intent!

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Oct 29, 2021 at 9:26 AM

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Thu, Oct 28, 2021 at 6:48 PM
Subject: Mphasis_Letter of Intent!
To: nikhilsinghjs_ece18@its.edu.in <nikhilsinghjs_ece18@its.edu.in>
Cc: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>

Ref.No- MPHTH_CD2022-2323

Dear Nikhil Singh,

College Name: **ITS Engineering College, Greater Noida.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

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Fwd: Selected Students

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: crc_itsecgn@its.edu.in

Thu, Dec 2, 2021 at 11:45 AM

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

From: tverma@mindagroup.com <tverma@mindagroup.com>
Date: Thu, Dec 2, 2021 at 11:20 AM
Subject: Selected Students
To: Shalini Khatri <shalini.khatri@its.edu.in>
Cc: Sameer Srivastava/CORP/HRM/MNSR <sameers@mindagroup.com>

Dear Shalini,

Greetings!

Please find below selected candidates for offer.

Eligibility : - Throughout 60% percentage in 10th, 12th & undergraduate till date without any backlog.

Candidate's Name	Specialisation	Time Slot	College Name
Abhay Purwar	B.Tech. - E&TC	10.36 - 10.55 AM	ITS Engineering College
Soumen Hembram	B.Tech. - E&TC	12.16 - 12.35 AM	ITS Engineering College

Thanks & Regards



Tushar Verma

MINDA INDUSTRIES LTD.

Corporate HRM

Vill. – Nawada, Fatehpur. P.O. – Sikanderpur Badda,

Manesar, Gurgaon, Haryana – 122004, India

E-mail: tverma@mindagroup.com



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image001.jpg
8K

Fwd: Placed in Hashedin by deloitte

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Thu, Feb 3, 2022 at 4:42 PM

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

From: **Prajul Chaudhary** <panghalprajul@gmail.com>
Date: Thu, Feb 3, 2022 at 4:33 PM
Subject: Placed in Hashedin by deloitte
To: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>
Cc: apurwasld_cse18@its.edu.in <apurwasld_cse18@its.edu.in>

This is to inform you mam that i got placed in Hashedin by deloitte for SDET role. I am forwarding you the mail for the reference.

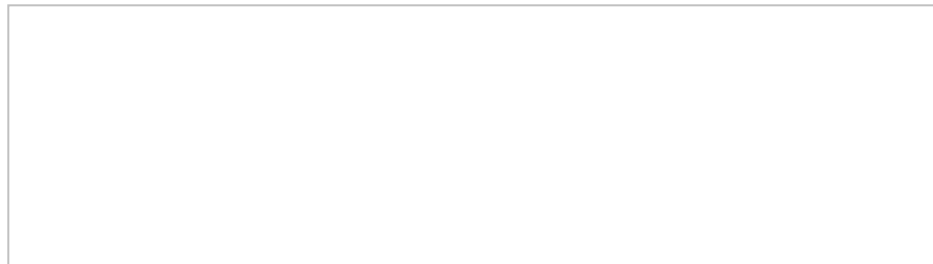
Kindly look into it.

Thank you!

Prajul Chaudhary
ECE 2022 batch

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

From: **Kumari, Varsha** <varskumari@deloitte.com>
Date: Wed, 2 Feb, 2022, 8:56 am
Subject: Hashedin by Deloitte_Campus Recruitment_Letter Of Intent(Updated)
To: panghalprajul@gmail.com <panghalprajul@gmail.com>
Cc: Shetty, Shravya <shravshetty@deloitte.com>



Dear Prajul Chaudhary,

Greetings from Hashedin by Deloitte !

Congratulations and thank you for your keen interest in Hashedin by Deloitte. On behalf of the team, I would like to compliment you for your excellent performance during the

Campus Hiring 2022 selection process. Looking forward to you being a part of the Hashedin by Deloitte family.

We are delighted to extend an offer confirmation as “**Intern + SDET Engineer I**” at Hashedin by Deloitte, Bangalore.

We request you to provide a confirmatory acceptance of the offer by **4-Feb-22 by 6:00PM** in the link – [HashedIn Offer Acceptance Form \[SS1\]](#) (In College name you all need to select Campus & same you need to select in the examination form as well)

HID- Offer Details	
Name	Prajul Chaudhary
College Name	
Offer Designation	Intern + SDET Engineer I Intern (4 Months)- SDET Engineer I 4 Months INR 784500
Location	HSR Layout, Bangalore

Kindly note, this is our intent to offer; we will be sharing the formal offer letter post-acceptance of the letter of intent.

Pre - Onboarding Documents:

Aadhar Card: Date of Birth in the Aadhaar card should be in DD/MM/YYYY format only. Do check your Aadhaar card if the DOB is in the required format. If not, do get the Aadhaar card downloaded from the official Aadhaar site again which can solve the issue. In case, if there are any other errors in DOB format you should apply for the correction and get it resolved as soon as possible.

PAN Card: PAN card is mandatory for verification purpose and to link it to the salary bank account. If you do not have a PAN number, you can apply for an e-PAN using your Aadhaar card online. Below is the link to apply for a PAN card. <https://www.tin-nsdl.com/index.html>

Addresses of your Residence: Please have the address proof document ready. Document supporting Address Verification: Aadhar Card/ Election Card/ Driving License/ Passport Educational Documents: Please have all the marks cards handy. 10th Board/ 12th Board/ UG/ PG Semester Marks cards

Regards,

Campus Recruitment Team**HashedIn by Deloitte**

[SS1]Please paste the correct Prelinker google form link based on the role you are working

Regards,

Varsha Kumari

Recruitment Analyst- Campus Recruiter

HashedIn By Deloitte

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3 attachments

 **PNG image**
962K

 **PNG image**
118K

 **PNG image**
118K



Letter of Intent (LOI)

Superset ID: 1508607

January 07, 2022

Dear Prajwal Raj,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 2 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 2 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources

Update Final Result (List 1) - Black Box Corporation - B.E/B.Tech (CSE/IT)- 2021 & 2022 Batch-NCR- ITSEC.

1 message

Somesh Nath <crc1.engg@its.edu.in>

Fri, Jul 29, 2022 at 4

To: ankit sharma <ankitsharmajs_cse18@its.edu.in>, ITS Placement <crc_itsecgn@its.edu.in>, Shaily Rai <shaily.ra@its.edu.in>, rachna kamat <rachnakamalpsk_cse18@its.edu.in>

Cc: HOD Engg GN <hod_engg_gn@its.edu.in>, Director Engg <dir.engg@its.edu.in>, BK Arora <bkarora@its.edu.in>

We congratulate the candidates Rachna & Ankit Sharma for their success & wish them for their bright future.

FINAL RESULT(LIST 1)| BLACK BOX CORPORATION B.E/B.Tech(CSE/IT)| 2021 & 2022 Batch

Dear Sir,

Greetings >From Talentise Global !!

TALENTISE GLOBAL has been given the responsibility of organizing & coordinating an "Integrated Virtual Campus Drive" by & for "Black Box Corporation" for the 2021 passed out & 2022 passing out batch B.E/B.Tech candidates from few selected colleges in your region.

Please refer below for the selected candidates.

Selected candidates List :

S.No.	Name	Institute State	Course	Stream	Institute	Email ID	Mobile Number
1	ABHISHEK MISHRA	DELHI NCR	B.E/B.TECH	CSE	DRONACHARYA GROUP OF INSTITUTIONS	Abhms200@gmail.com	8910199313
2	RACHNA KAMAT	DELHI NCR	B.E/B.TECH	CSE	I. T. S ENGINEERING COLLEGE	rachnak2803@gmail.com	8178221864
4	ANKIT SHARMA	DELHI NCR	B.E/B.TECH	CSE	I. T. S ENGINEERING COLLEGE	ankitsharmajs_cse18@its.edu.in	6396146539
3	NIKHIL THAKUR	DELHI NCR	B.E/B.TECH	CSE	RAJ KUMAR GOEL INSTITUTE OF TECHNOLOGY AND MANAGEMENT	nt9457542125@gmail.com	7048946452

We congratulate the candidates for their success & wish them for their bright future.

Note:

Date of Joining : 13.08.2022

Joining Location : Bangalore

Address & Contact Person : will be informed shortly.

This is to inform you that the pending interviews will be happen on next week and the exact time & date will be notified shortly.

Institutes are requested to block the placed candidates from this recruitment event for any future recruitment drive.

Institutes are requested to send candidates' consent of joining in return mail at earliest.

DISCLAIMER : TALENTISE GLOBAL

- TALENTISE GLOBAL does not commit or guarantee any job to any candidate of the institute while performing its responsibilities within the scope of the work in this initiative.
- The Final recruitment will be carried out through by the corporate depending / matching with their satisfaction & expectation with the candidate.
- TALENTISE GLOBAL (at any stage) in no way will influence/interfere or play any role in the recruitment / selection process of the corporate/employer.
- TALENTISE GLOBAL does not commit any vacancy in any form from any particular company or organization under this initiative.
- The selected candidates will not have to pay any fees or amount to any party concerned in this recruitment drive.
- If a candidate is offered from this recruitment drive under this initiative (also when the candidates accept the offer), the candidate will not be entitled to appear for any other recruit process as organized by TALENTISE GLOBAL in terms of PLACEMENT (CAMPUS) SUPPORT INITIATIVE.
- TALENTISE GLOBAL will not be responsible for any change made by the recruiting organization in terms of recruitment offer or joining status at a later stage.

If you need any further explanation, please let us know.

Thanks & Regards,

ROHAN GHOSH
91747099506.



Talentise Global Private Limited
Corporate Office: Room No 606, 6th Floor, HMP House
4 Fairley place, B.B.D Bag, Kolkata - 700001
Website: www.talentiseglobal.com
Contact No. : +91 9147009774

CIN: U74999WB2021PTC247554

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Thanks & Regards,

Somesh Nath

Manager - (T & P)

Corporate Resource Center

+91 8756099901

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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December 31, 2021

Training & Offer Letter

Dear Ritik,

Congratulations!

We are pleased to inform you that you have cleared our selection process. We'd like to offer you a training and subsequent job at Nagarro. You will begin your career as a **Trainee** and upon successful completion of your training, you will be promoted to be an **Associate Engineer** at Nagarro.

Training is an essential part of any fresher's onboarding process as it provides opportunities to work on latest technologies and exciting projects. We believe that the best way to learn is by working on real-world applications as compared to dummy projects.

We expect you to join us on February 14, 2022, when you will be in your last semester. You will be paid a stipend of Rs 19,000/- per month during the training period i.e., till August 2022.

If your performance is rated truly exceptional (outstanding) during training, you will be promoted to Associate Engineer just after 6 months of training on a package of *Rs 4.5 LPA. If your performance is rated less than outstanding during the period, you will be promoted to **Associate Engineer** in **October 2022**.

In case of any query related to your offer please drop in an email at campushiring@nagarro.com

To help complete joining formalities, may we request you to carry the following documents with you on the joining date.

- One Passport size photograph
- Proof of age
- Proof of Education Qualifications

We welcome you to a passionate and fun-filled pursuit of excellence at Nagarro!



Swati Yadav
Director
People Enablement, Nagarro

*The offer placed to you will be valid only if you attend the training period with Nagarro. In case you do not attend, the offer shall be withdrawn.

Fwd: Mphasis_Letter of Intent!

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Oct 29, 2021 at 9:28 AM

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Thu, Oct 28, 2021 at 6:43 PM
Subject: Mphasis_Letter of Intent!
To: sagarkumarvermaak_cse18@its.edu.in <sagarkumarvermaak_cse18@its.edu.in>
Cc: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>

Ref.No- MPHTH_CD2022-2330

Dear Sagar Kumar Verma,

College Name: **ITS Engineering College, Greater Noida.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum,** which would be effective 1st of subsequent month.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employees.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation.
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of

building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis.
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within **15 days** of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

- a. PAN card
- b. Aadhar card
- c. Passport
- d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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Ph: 0120- 2331000, 2331001

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18-Jan-2022

Sakshi Rawat
B.Tech (Hons.) Computer Science & Engineering
ITS Engineering College, Greater Noida

Dear Sakshi Rawat,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for **a period of 3 to 6 months**. Your Internship onboarding will be scheduled anytime between now, through end of March 2022 based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend

payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

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



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

Fwd: NeoSOFT Technologies - Selection Confirmation

1 message

samyak jain <samyakjainrkj_cse18@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Mon, Apr 18, 2022 at 3:49 PM

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

From: **Anushka Nair** <anushka.nair@neosofttech.com>
Date: Tue, Mar 15, 2022, 11:46 AM
Subject: NeoSOFT Technologies - Selection Confirmation
To:

Dear Candidate,

On behalf of the NeoSOFT team, I would like to congratulate you on your selection as *"Trainee Software Engineer"* with us.

Please treat this email as a personal confirmation on your selection. You will receive the offer letter shortly along with your Date Of Joining.

Stay safe and keep learning :-)

A hearty Congratulations once again !!

In case of any concerns, feel free to revert to this email or connect with me on the below mentioned details.

Best Regards,

Anushka Nair

Associate Specialist (Talent Acquisition)



✉ anushka.nair@neosofttech.com



Anushka Nair



www.neosofttech.com



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4/18/22, 3:48 PM

I.T.S The Education Group Mail - Fwd: NeoSOFT Technologies - Selection Confirmation

any review, retransmission, dissemination or other use of or taking of any action in reliance upon these materials, by persons or entities other than the intended recipient may be the subject of legal action.

Fwd: Mphasis_Letter of Intent!

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Oct 29, 2021 at 9:25 AM

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>

Date: Thu, Oct 28, 2021 at 6:49 PM

Subject: Mphasis_Letter of Intent!

To: sapnakumarimj_cse18@its.edu.in <sapnakumarimj_cse18@its.edu.in>

Cc: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>

Ref.No- MPHTH_CD2022-2333

Dear Sapna Kumari,

College Name: **ITS Engineering College, Greater Noida.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum,** which would be effective 1st of subsequent month.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employees.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation.
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of

building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

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3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within **15 days** of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

- a. PAN card
- b. Aadhar card
- c. Passport
- d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

Thanks and Regards

Mphasis – Campus Team

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Letter of Intent (LOI)

Superset ID: 2210991

January 07, 2022

Dear Shivam Singh,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 2 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 2 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources

Fwd: Mphasis_Letter of Intent!

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Oct 29, 2021 at 9:24 AM

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Thu, Oct 28, 2021 at 6:51 PM
Subject: Mphasis_Letter of Intent!
To: sujeetkumarbk_cse18@its.edu.in <sujeetkumarbk_cse18@its.edu.in>
Cc: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>

Ref.No- MPHTH_CD2022-2337

Dear Sujeet Kumar,

College Name: **ITS Engineering College, Greater Noida.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
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building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

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- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis.
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- a. PAN card
- b. Aadhar card
- c. Passport
- d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

Thanks and Regards

Mphasis – Campus Team

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Ph: 0120- 2331000, 2331001

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1st February 2022
Mr. Ujjawal Kumar
Gautam Buddha Nagar, 201310
India

Dear Ujjawal Kumar

We are pleased to inform you that your application for an Internship program has been accepted.

We are pleased to offer you an appointment for the position of : **Quality Associate** at **B8**. Your internship with **Hashedin Technologies Private Limited** ("Company") will be in Bengaluru. The Internship program is for a duration of **Four Months** beginning **7th March 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

This will be followed by a job offer of **Quality Engineer-I** at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 7,12,500/- (Rupees Seven Lakhs Twelve Thousand Five Hundred Only). You can refer to the following table for the breakup.

Component	Amount in INR
Fixed CTC	₹ 525000
Performance Variable Bonus Upto	₹ 87500
Total Cost to Company	₹ 712500
Joining Bonus (One Time Payment)	₹ 100000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **Hashedin Technologies Private Limited**
Best Regards,

Authorized Signatory



Signature

10/02/2022

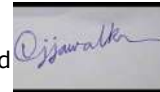
Date

CONFIRMATION PAGE

The undersigned hereby confirms that he has signed and accepted the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") in consideration of his internship with **Hashedin Technologies Private Limited** as **Quality Associate** subject to the following:

- The Agreement shall be valid from **7th March 2022** to **29th July 2022**
- The conditions relating to Notice Period, Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Any reference to "Employment" in the Agreement shall mean "Internship".
- Any reference to "Employer" in the Agreement shall mean "Company".
- Any reference to myself as an "Employee" in the Agreement shall mean "Intern".
- Any reference to "Employment Agreement" in the Agreement shall mean "Internship Agreement".

Signed and Accepted



Accepted

Candidate Name **Ujjawal Kumar**

Date: 10/02/2022

CONFIDENTIALITY AND WAIVER AGREEMENT

This Confidentiality and Waiver Agreement (the "Agreement") is effective as of **7th March 2022** ("Effective Date") is by and between:

Hashedin Technologies Private Limited having its registered office at Bengaluru (referred to as "Company") **Ujjawal Kumar**, residing at **Gautam Buddha Nagar** (referred to as "Recipient") hereby agree as follows:

1. The Recipient has applied to the Company for an Internship Program with the Company (referred to as "Internship"). The Company has accepted the application of the Recipient for Internship at the Company's premises from **7th March 2022** to **29th July 2022**.
2. The Recipient will comply with all rules, regulations, guidelines, policies and practices of the Company, which may be amended from time to time.
3. In consideration of the Recipient's participation in the Internship, the Recipient, for himself and his heirs, executors, administrators, representatives, assigns and successors in interest (hereinafter collectively "successors") forever waive and release the Company, its affiliates, Deloitte LLP and its subsidiaries, affiliates and related entities, Deloitte Touche Tohmatsu Limited ("DTTL") and any and all DTTL associate and member firms, all their respective, past, present and future parent companies, subsidiaries, officers, directors, employees, members, partners, principals, successors, transferees and assigns (collectively "Released Parties") from any and all claims, causes of action, liabilities, obligations, damages, losses, demands, judgments, costs and expenses, of every kind, nature or form, including, without limitation, attorney's fees, whether in contract, statute, tort (such as negligence) or otherwise, relating to, arising from or in any way, directly or indirectly, connected to, or arising out of the Recipient's participation in or association with the Internship, including any travel to or return from the Internship at the Company's premises.
4. The Company may disclose to the Recipient certain confidential, proprietary or non-public business information and/or trade secrets, which may also include information, materials, and ideas of or about the Company, its affiliates, related entities of Deloitte U.S. Entities, DTTL and its network of member firms or their affiliates, or clients, vendors, licensors or other persons, which materials, information or ideas are not generally known to the public, including, without limitation, discussion, presentation, materials, information or ideas relating to business plans, operations, products, services, methods, procedures, clients or prospective clients, equipment, or systems, whether in written, oral or any other form and also includes personally identifiable information about employees (including name, address, date of birth, photographs, government identifiers like PAN, license etc.) (referred to as the "Confidential Information") from the Effective Date onwards.
5. From the Effective Date onwards, Recipient shall not disclose such Confidential Information and shall hold it in trust for the sole benefit of the Company. Any other details provided to or otherwise made available to the Recipient by the Company or otherwise obtained or learnt by the Recipient are also covered under this Agreement and is to be treated as Confidential Information.
6. From the Effective Date onwards in relation to Confidential Information, Recipient agrees that:
 - I. Recipient shall not disclose the Confidential Information to anyone.
 - II. Recipient shall not copy or reproduce, in whole or in part, any Confidential Information without prior written authorization of the Company; and
 - III. Recipient shall promptly return or, with Company's prior written approval, destroy all Confidential Information and copies thereof.
7. Recipient acknowledges that the Confidential Information has tangible value and contains personal and proprietary information and that the Company will suffer irreparable damage for which money damages will not be a sufficient remedy in the event of a breach of any provision of this Agreement. The Company shall be entitled to specific performance and injunctive relief as remedies for any breach

or threatened breach of any provision of this Agreement and such remedies shall not be deemed to be exclusive remedies for such breach or threatened breach by Recipient but shall be in addition to all other remedies available to the Company at law or in equity.

8. Recipient shall indemnify and hold harmless the Company, and their respective partners, principals and employees from and against any and all claims, obligations, losses, injuries, damages, reasonable costs and reasonable expenses (including, without limitation, reasonable attorneys' fees) incurred or suffered by reason of any breach by Recipient of any of the provisions of this Agreement.

9. Waivers and Amendments

(i) No delay or omission by any party in enforcing its rights or remedies hereunder shall impair such right or remedy or be deemed to be a waiver thereof.

(ii) No amendment or waiver shall be valid unless in writing and signed by both parties.

10. This Agreement shall be governed by the laws of India.

IN WITNESS WHEREOF, the Company and Recipient have caused this Agreement to be executed by their duly authorized representatives effective as of the date first above written.

Hashedin Technologies Private Limited	Ujjawal Kumar Date: 10/02/2022 Place: Gautam Buddha Nagar
--	---

4th February 2022
Mr. Utkarsh Gangwar
Farrukhabad, 209502
India

Dear Utkarsh Gangwar

We are pleased to inform you that your application for an Internship program has been accepted.

We are pleased to offer you an appointment for the position of : **Quality Associate** at **B8**. Your internship with **Hashedin Technologies Private Limited** ("Company") will be in Bengaluru. The Internship program is for a duration of **Four Months** beginning **7th March 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

This will be followed by a job offer of **Quality Engineer-I** at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 7,12,500/- (Rupees Seven Lakhs Twelve Thousand Five Hundred Only). You can refer to the following table for the breakup.

Component	Amount in INR
Fixed CTC	₹ 525000
Performance Variable Bonus Upto	₹ 87500
Total Cost to Company	₹ 712500
Joining Bonus (One Time Payment)	₹ 100000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **Hashedin Technologies Private Limited**
Best Regards,

Authorized Signatory

Signature

Date

CONFIRMATION PAGE

The undersigned hereby confirms that he has signed and accepted the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") in consideration of his internship with **Hashedin Technologies Private Limited** as **Quality Associate** subject to the following:

- The Agreement shall be valid from **7th March 2022** to **29th July 2022**
- The conditions relating to Notice Period, Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Any reference to "Employment" in the Agreement shall mean "Internship".
- Any reference to "Employer" in the Agreement shall mean "Company".
- Any reference to myself as an "Employee" in the Agreement shall mean "Intern".
- Any reference to "Employment Agreement" in the Agreement shall mean "Internship Agreement".

Signed and Accepted

Candidate Name

Date: _____

CONFIDENTIALITY AND WAIVER AGREEMENT

This Confidentiality and Waiver Agreement (the "Agreement") is effective as of **7th March 2022** ("Effective Date") is by and between:

Hashedin Technologies Private Limited having its registered office at Bengaluru (referred to as "Company") **Utkarsh Gangwar**, residing at **Farrukhabad** (referred to as "Recipient") hereby agree as follows:

1. The Recipient has applied to the Company for an Internship Program with the Company (referred to as "Internship"). The Company has accepted the application of the Recipient for Internship at the Company's premises from **7th March 2022** to **29th July 2022**.
2. The Recipient will comply with all rules, regulations, guidelines, policies and practices of the Company, which may be amended from time to time.
3. In consideration of the Recipient's participation in the Internship, the Recipient, for himself and his heirs, executors, administrators, representatives, assigns and successors in interest (hereinafter collectively "successors") forever waive and release the Company, its affiliates, Deloitte LLP and its subsidiaries, affiliates and related entities, Deloitte Touche Tohmatsu Limited ("DTTL") and any and all DTTL associate and member firms, all their respective, past, present and future parent companies, subsidiaries, officers, directors, employees, members, partners, principals, successors, transferees and assigns (collectively "Released Parties") from any and all claims, causes of action, liabilities, obligations, damages, losses, demands, judgments, costs and expenses, of every kind, nature or form, including, without limitation, attorney's fees, whether in contract, statute, tort (such as negligence) or otherwise, relating to, arising from or in any way, directly or indirectly, connected to, or arising out of the Recipient's participation in or association with the Internship, including any travel to or return from the Internship at the Company's premises.
4. The Company may disclose to the Recipient certain confidential, proprietary or non-public business information and/or trade secrets, which may also include information, materials, and ideas of or about the Company, its affiliates, related entities of Deloitte U.S. Entities, DTTL and its network of member firms or their affiliates, or clients, vendors, licensors or other persons, which materials, information or ideas are not generally known to the public, including, without limitation, discussion, presentation, materials, information or ideas relating to business plans, operations, products, services, methods, procedures, clients or prospective clients, equipment, or systems, whether in written, oral or any other form and also includes personally identifiable information about employees (including name, address, date of birth, photographs, government identifiers like PAN, license etc.) (referred to as the "Confidential Information") from the Effective Date onwards.
5. From the Effective Date onwards, Recipient shall not disclose such Confidential Information and shall hold it in trust for the sole benefit of the Company. Any other details provided to or otherwise made available to the Recipient by the Company or otherwise obtained or learnt by the Recipient are also covered under this Agreement and is to be treated as Confidential Information.
6. From the Effective Date onwards in relation to Confidential Information, Recipient agrees that:
 - I. Recipient shall not disclose the Confidential Information to anyone.
 - II. Recipient shall not copy or reproduce, in whole or in part, any Confidential Information without prior written authorization of the Company; and
 - III. Recipient shall promptly return or, with Company's prior written approval, destroy all Confidential Information and copies thereof.
7. Recipient acknowledges that the Confidential Information has tangible value and contains personal and proprietary information and that the Company will suffer irreparable damage for which money damages will not be a sufficient remedy in the event of a breach of any provision of this Agreement. The Company shall be entitled to specific performance and injunctive relief as remedies for any breach

or threatened breach of any provision of this Agreement and such remedies shall not be deemed to be exclusive remedies for such breach or threatened breach by Recipient but shall be in addition to all other remedies available to the Company at law or in equity.

8. Recipient shall indemnify and hold harmless the Company, and their respective partners, principals and employees from and against any and all claims, obligations, losses, injuries, damages, reasonable costs and reasonable expenses (including, without limitation, reasonable attorneys' fees) incurred or suffered by reason of any breach by Recipient of any of the provisions of this Agreement.

9. Waivers and Amendments

(i) No delay or omission by any party in enforcing its rights or remedies hereunder shall impair such right or remedy or be deemed to be a waiver thereof.

(ii) No amendment or waiver shall be valid unless in writing and signed by both parties.

10. This Agreement shall be governed by the laws of India.

IN WITNESS WHEREOF, the Company and Recipient have caused this Agreement to be executed by their duly authorized representatives effective as of the date first above written.

Hashedin Technologies Private Limited	Utkarsh Gangwar Date: Place: Farrukhabad
--	--

Selected_ HashedIn by Deloitte

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Thu, Dec 23, 2021 at 3:27 PM

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

From: **Kumari, Varsha** <varskumari@deloitte.com>

Date: Thu, Dec 23, 2021 at 3:17 PM

Subject: RE: HashedIn by Deloitte_Campus Recruitment 2022_ Job Opportunities

To: Shalini Khatri <shalini.khatri@its.edu.in>

Cc: Shetty, Shravya <shravshetty@deloitte.com>, Dash, Priyanka <prdash@deloitte.com>

Dear Team,

Greetings!

PFB the Final selected candidates from overall interview process.

Name	Email ID	Status	Role Offered
Riya singh ITS (SDET)	riyasinghpks_cse18@its.edu.in	Selected	Intern + SDET Engineer- I
Sagar Kumar Thakur ITS (SDET)	sagarkumarthakurakt_ece18@its.edu.in	Selected	Intern + SDET Engineer- I
Chetna Pal ITS (QA)	chetnapalrk_cse18@its.edu.in	Selected	Intern + QA Engineer- I
DIVYANSHI ITS (QA)	divyanshirajput2000@gmail.com	Selected	Intern + QA Engineer- I
Naman Kashyap ITS (QA)	namankashyaprkcse18@its.edu.in	Selected	Intern + QA Engineer- I
Manish Kumar ITS (QA)	manishkumarsm_cse18@its.edu.in	Selected	Intern + QA Engineer- I
Abhishek Kushwaha ITS (QA)	abhishekkushwahasnk_cse18@its.edu.in	Selected	Intern + QA Engineer- I

Nikita ITS (QA)	nikitamks_cse18@its.edu.in	Selected	Intern + QA Engineer- I
Abhishek Kumar ITS (QA)	abhishekkumarks_cse18@its.edu.in	Selected	Intern + QA Engineer- I
Ujjawal Kumar ITS (QA)	ujjawalkumarsks_cse18@its.edu.in	Selected	Intern + QA Engineer- I

Regards,

Varsha Kumari

Recruitment Analyst- Campus Recruiter

[HashedIn By Deloitte](#)

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46, Knowledge park-III, Greater Noida- 201310
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February 19, 2022

Mr. / Ms. Tenzin Norzin
Gurugram

Dear Tenzin Norzin,

Subject: Offer Letter for Employment

Further to your interviews and discussions with us, we are pleased to offer you the position of **Graduate Engineer Trainee at Gurugram with Decimal Technologies Pvt. Ltd.**

Your date of joining shall be on 7th March 2022. The detail regarding the compensation package are enclosed as Annexure

The offer of employment contained in this letter is conditional upon:

- (a) The Company taking up satisfactory references with two of your former employers – your last one and one other.
- (b) You're furnishing us a "relieving certificate" from your former employer.
- (c) Providing us a salary certificate and Form 16 specifying the income tax amount
- (d) You're providing us with a proof of your qualifications.
- (e) You're providing us with 2 identity proofs.

Please confirm your acceptance of this offer of employment by signing the duplicate copy of this letter. If we do not receive the signed letter or in electronic form confirming your acceptance of this offer within one days from the date of this letter, this offer would stand withdrawn.

Further, on the date of joining you shall be required to execute a definitive contract of employment with the Company. Your employment with the Company shall be governed by the said contract of employment.

We shall be very pleased to welcome you to Decimal and hope that you will have a successful and rewarding career with Decimal. I look forward to meeting you in due course.

Yours sincerely

For **Decimal Technology Pvt. Ltd.**



Shikha Dhillon
Authorized Signatory

Decimal Technologies Pvt. Ltd.

8th Floor, Tower D, Pioneer Urban Square, Golf Course Extension Road, Sector 62, Gurgaon

Annexure A

Employee Name:	Tenzin Norzin	
Location:	Gurugram	
Component	Per Month	Per Annum
Basic Salary	17,334.00	208,008.00
House Rent Allowance (HRA)	8,667.00	104,004.00
Children Education Allowance	200.00	2,400.00
Children Hostel Allowance	600.00	7,200.00
Books And Periodicals Reimbursement	1,000.00	12,000.00
Mobile and Internet Reimbursement	1,000.00	12,000.00
Attire Allowance	-	-
Fuel Allowance	-	-
LTC	-	-
Meal Voucher	-	-
CCA	5,867.00	70,404.00
PF Contribution (Employer' Contribution)	1,950.00	23,400.00
LWF (Employer' Contribution)	50.00	600.00
Gratuity (as per the payment of Gratuity Act 1972)	832.00	9,984.00
Total Gross Annual Compensation	37,500.00	450,000.00

The aforesaid compensation shall be subject to the usual tax deductions.

You will also be covered under Group Medical Insurance Cover of Rs.3 lacs and accidental insurance cover of Rs. 5 lacs.

You will be eligible for one time joining bonus of Rs. 50000 after successful completion of 2 months starting from your joining date. In case you don't serve the company for eighteen months starting from your joining date you have to return the amount equivalent to the joining bonus to the company.



Shikha Dhillon



Tenzin Norzin

Decimal Technologies Pvt. Ltd.

8th Floor, Tower D, Pioneer Urban Square, Golf Course Extension Road, Sector 62, Gurgaon

Fwd: Wipro Campus Update_LOI

1 message

vinit sharma <vinitvp_me18@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Nov 10, 2021 at 3:58 PM

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

From: **Campus HR Team** <wipro+email+2f7s0-ba4f668aa5@talent.icims.com>
Date: Sun, 31 Oct 2021, 10:03 pm
Subject: Wipro Campus Update_LOI
To: <vinitvp_me18@its.edu.in>

October 31, 2021

Dear Vinit . ,
Resume Number - 23004163

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

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

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

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

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

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to vinitvp_me18@its.edu.in. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=9DFC23004163&contactId=13850754>

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ITS Placement <crc_itsecgn@its.edu.in>

Fwd: Wipro Campus Update_LOI

1 message

Happy KUMAR <happykumar1198@gmail.com>
To: "crc_itsecgn@its.edu.in" <crc_itsecgn@its.edu.in>

Wed, Nov 10, 2021 at 10:08 PM

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

From: **Campus HR Team** <wipro+email+2f4kv-964bef57e2@talent.icims.com>
Date: Sun, Oct 31, 2021, 9:43 PM
Subject: Wipro Campus Update_LOI
To: <happykumar1198@gmail.com>

October 31, 2021

Dear Happy kumar ,
Resume Number - 22995803

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

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

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

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

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

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to happykumar1198@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=360822995803&contactId=13850192>

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Fwd: Wipro Campus Update_LOI

1 message

Ritik Prakash <ritikprakash631@gmail.com>
 To: "crc_itsecgn@its.edu.in" <crc_itsecgn@its.edu.in>

Wed, Nov 10, 2021 at 6:39 PM

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

From: **Campus HR Team** <wipro+email+2fc6k-da58b65050@talent.icims.com>
 Date: Sun, 31 Oct, 2021, 10:28 pm
 Subject: Wipro Campus Update_LOI
 To: <ritikprakash631@gmail.com>

October 31, 2021

Dear Ritik Prakash ,
 Resume Number - 23000078

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

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

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
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Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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

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

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to ritikprakash631@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=A51D23000078&contactId=13850507>

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Fwd: Wipro Campus Update_LOI

1 message

ravina gupta <ravinaguptasg_cse18@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Nov 10, 2021 at 3:47 PM

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

From: **Campus HR Team** <wipro+email+2feaa-f06595e77e@talent.icims.com>

Date: Sun, 31 Oct, 2021, 10:44 pm

Subject: Wipro Campus Update_LOI

To: <ravinaguptasg_cse18@its.edu.in>

October 31, 2021

Dear Ravina Gupta ,
 Resume Number - 22994593

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

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

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

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

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

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to ravinaguptasg_cse18@its.edu.in. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=31D722994593&contactId=13850192>

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ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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Fwd: Wipro Campus Update_LOI

1 message

Shivam Sharma <shivamsharmabs_cse18@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Nov 10, 2021 at 5:02 PM

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

From: **Campus HR Team** <wipro+email+2f74e-03a4b67ff3@talent.icims.com>
 Date: Sun, 31 Oct, 2021, 22:00
 Subject: Wipro Campus Update_LOI
 To: <shivamsharmabs_cse18@its.edu.in>

October 31, 2021

Dear Shivam Sharma ,
 Resume Number - 22996920

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

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

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

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

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

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to shivamsharmabs_cse18@its.edu.in. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=428E22996920&contactId=13850192>

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February 15, 2022

Dear Swagat Bara,

Sub: Letter of Engagement as Intern

We are pleased to inform you that you have been selected for undergoing Internship in our organization Wipro Limited (Wipro) as Intern under the following terms and conditions:

1. Nature of Engagement

You will be engaged as an **Intern at Wipro.**

2. Duration of training

The duration of **internship** will be from **February 21, 2022 to April 30, 2022**. During this period, Wipro shall evaluate your performance. Unless Wipro extends the period of internship, in writing, solely at its discretion, your internship shall automatically stand terminated at the expiry of the internship period.

3. Verification Report

Your engagement with Wipro will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your application and information given at the time of Interview. If any declaration or information furnished to Wipro proves to be false or if you have wilfully suppressed any material information, in such case, you will be liable to removal from training without any notice.

4. Obligations and Responsibilities

- a. During your internship period, Wipro expects you to undergo training in any department / section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training. You shall not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly in any other trade or business (except as share-holder or debenture holder) during the training period without obtaining permission in writing from the appointing authority at Wipro. You will be governed by the service rules / standing orders, policies and regulations as may be promulgated by Wipro from time to time in relation to conduct, discipline and other matters. You will not seek membership of any local or public bodies without first attaining specific permission from the appointing authority at Wipro. You are expected to comply with the policies of Wipro including the Code of Business Conduct and other policies of Wipro as they form an integral part of the terms of your training with Wipro.

Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new Policies may be introduced and notified to employees/trainees from time to time and you will be required to comply with the same. Any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of Wipro and appropriate disciplinary action will be initiated.

- b. During the training period, if you conceive any new or advanced method of improving processes / formulae / systems in relation to the Business or Trade of Wipro, such developments will be fully communicated to Wipro and will be the sole property of Wipro. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your training. This covenant shall endure during your training and beyond the cessation of your training with Wipro.

- c. During the training period and thereafter, you will not pass onto anyone in writing or by word of mouth or otherwise, particulars or details of work, processes, technical know-how, research carried out, security arrangements, administrative and organization matters of confidential or secret nature, which you may come across during your training period or become known to you by virtue of your undergoing training in Wipro or otherwise.
- d. In connection with your internship and during the term of your internship, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

5. Posting

During your training period, you are liable to be transferred or assigned to training in any division / department / establishment or location at which Wipro or its associate companies have their offices or operation and whether at present existing or which may be set up in future at any time and at any place in India, without any increase in stipend. On such posting, you will be governed by the policies, rules and regulations as applicable in that Unit / Branch / Establishment.

6. Travel

You will be required to undertake travel as required by Wipro and you will be paid travel expenses as per Wipro rules.

7. Termination

Notwithstanding any of the clauses of this letter of engagement, Wipro reserves the right in its sole discretion of terminating this agreement during the training period without assigning any reason by giving one week's (7 days) notice or payment of one week's stipend, in lieu of notice.

8. Training Hours and Holidays

As an intern you will be called upon to undergo training during the hours and days as may be fixed by Wipro. Normally all Sundays will be weekly holidays together with all National and Festival Holidays observed by the establishment.

9. After completion / termination of internship

On completion / termination of internship, you will immediately surrender to Wipro all specifications, documents, literature, drawings, records etc. belonging to Wipro or relating to its Businesses and shall not take or retain any copies of the said items.

10. Date of commencement of training

In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement within one week, duly signed by you, in token of your acceptance of the offer and report for training on or before the date of commencement of training. While reporting for training, please bring 3 copies of your latest passport size photographs and two copies each of your certificates and testimonials along with the originals. The original certificates will be returned to you after verification.

Yours sincerely,
For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

Endorsement:

- 1. I accept the terms and conditions stipulated in the above letter of engagement.**
- 2. I shall report for internship on**

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Swagat Bara, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

- a. validating my curriculum vitae and retaining records on the same for any future reference/verification;
- b. processing my application for internship including background verification checks;
- c. Internship related actions including record keeping, processing training stipend and any action required in the context of my training with Wipro.

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

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

ANNEXURE II

CONFIDENTIALITY & NON-DISCLOSURE AGREEMENT

This non-disclosure agreement ("**Agreement**") is made on this the [] day of [] between

Wipro Limited, a public limited Company incorporated under the Indian Companies Act, 1913, and existing under the Indian Companies Act, 1956, having its registered office at Dodda Kannelli, Sarjapur Road, Bengaluru 560-035.

And

_____ [Name of the Intern], S/o / D/o _____,

Residing at _____

(Hereinafter referred to as "**Intern**" which expression shall mean and include his/her representatives in interest, assurers and guarantors).

WHEREAS:

The Intern has expressed his/her desire to be trained with Wipro for a period of _____ ("**Internship Period**");

Wipro has accepted the Intern's application subject to the Intern adhering to and complying with certain covenants governing his or her movement within Wipro premises, conduct, and other tasks whatsoever which they may be allotted from time;

During the term of the internship, the Intern may have access to certain information which may be proprietary and/or of confidential nature ("**Confidential Information**", as more particularly described below).

NOW THEREFORE in consideration of the Agreement herein by the parties hereto and such additional promises and understandings as are hereinafter set forth, the parties agree as follows:

1. For purposes of this Agreement, "**Confidential Information**" means, with respect to Wipro, any and all information in written, representational, electronic, verbal or other form that is disclosed to Intern by Wipro or which Intern becomes aware of in the course of the internship, including without limitation, information relating directly or indirectly to the present or potential business, operation or financial condition, pricing, legal cases pertaining Wipro, marketing plans or strategy, volumes, services rendered, customers' and suppliers' names or lists, any customer information, financial or technical or service matters or data of or relating to Wipro and any information identified as being proprietary and/or confidential and any information which might reasonably be presumed to be proprietary or confidential in nature, excluding any such information which (i) is known to the public (through no act or omission of Intern in violation of this Agreement); (ii) was known to Intern prior to its disclosure under this Agreement; or (iii) is required to be disclosed by governmental or judicial order, in which case Intern shall give Wipro prompt written notice, and use reasonable efforts to ensure that such disclosure is

accorded confidential treatment and also to enable Wipro to seek a protective order or other appropriate remedy.

2. Nothing contained hereunder shall be construed as creating, conveying, transferring, granting or conferring by Wipro on Intern any rights, license or authority in or to the Confidential Information.
3. Intern agrees and undertakes that he/she shall not disclose or make available to any person (including the Institute) reproduce or transmit in any manner, or use (directly or indirectly) for his/her own benefit or the benefit of others, any Confidential Information, including without limitation, the use of the Confidential Information in any thesis or report required to be submitted by Intern under any course. Intern undertakes that he/she will not, without prior written consent of Wipro, use any Confidential Information in any of her future projects or presentations for any person, including the institute, nor shall he/she use any of the Confidential Information in his/her resumes or any application for prospective employment.
4. Intern shall use and/or protect the Confidential Information received by him/her with utmost degree of care and diligence.
5. Intern agrees that upon (i) termination/expiry of Internship Period, or (ii) at any time during its currency, or (iii) on Intern ceasing to be an Intern of Wipro, Intern shall promptly deliver to Wipro the Confidential Information and copies thereof in his/her possession or under his/her direct or indirect control, and shall destroy all memoranda, notes and other writings prepared by him/her or his/her subordinates based on the Confidential Information.
6. Intern acknowledges that the Confidential Information coming to his/her knowledge may relate to and/or have implications regarding the future strategies, plans, business activities, methods, processes and or information of Wipro or its affiliated companies which could afford third parties certain competitive and strategic advantage. Intern shall ensure that the use of such Confidential Information by the Intern shall not jeopardize or adversely affect in any manner such future strategies, plans, business activities, methods, processes, information, and/or competitive and strategic advantage of Wipro.
7. Intern acknowledges the quantum of damages and/or losses that Wipro may suffer as a result of the breach of this Agreement by the Intern and therefore, agrees to indemnify and keep indemnified Wipro against all loss or damage, which Wipro may suffer as a result of any such breach.
8. Intern hereby acknowledges and agrees that in the event of a breach or threatened breach by Intern of the provisions of this Agreement, Wipro shall without prejudice to any of its rights under this Agreement or in law have the right to claim damages and shall also be entitled to injunctive relief against such breach or threatened breach by Intern.
9. No failure or delay by Wipro in exercising or enforcing any right, remedy or power hereunder shall operate as a waiver thereof, nor shall any single or partial exercise or enforcement of any right, remedy or power preclude any further exercise or enforcement thereof or the exercise of enforcement of any other right, remedy or power.
10. This Agreement will be governed exclusively by the laws of India and, jurisdiction shall be vested exclusively in the courts at Bengaluru. This Agreement shall not be amended, assigned or transferred by either party without obtaining the written consent of Wipro.
11. The obligations of confidentiality shall survive the expiry or termination of the internship. Nothing in this Agreement is intended to confer any rights/remedies under or by reason of this Agreement on any third party.
12. If any term or provision of this Agreement is determined to be illegal, unenforceable, or invalid in whole or in part for any reason, such illegal, unenforceable, or invalid provisions or part(s) thereof shall be stricken from this Agreement and such provision shall not affect the legality, enforceability, or validity of the remainder of this Agreement.

IN WITNESS WHEREOF the parties hereto have duly executed this Agreement as of the date and year written above.

Yours sincerely,
For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

Accept

Decline

Intern Name: Swagat Bara

Signature Swagat Bara 15/2/2022 7:51 PM

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

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

Sensitivity: Internal & Restricted

23000396

Selected_ HashedIn by Deloitte

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Thu, Dec 23, 2021 at 3:27 PM

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

From: **Kumari, Varsha** <varskumari@deloitte.com>

Date: Thu, Dec 23, 2021 at 3:17 PM

Subject: RE: HashedIn by Deloitte_Campus Recruitment 2022_ Job Opportunities

To: Shalini Khatri <shalini.khatri@its.edu.in>

Cc: Shetty, Shravya <shravshetty@deloitte.com>, Dash, Priyanka <prdash@deloitte.com>

Dear Team,

Greetings!

PFB the Final selected candidates from overall interview process.

Name	Email ID	Status	Role Offered
Riya singh ITS (SDET)	riyasinghpks_cse18@its.edu.in	Selected	Intern + SDET Engineer- I
Sagar Kumar Thakur ITS (SDET)	sagarkumarthakurakt_ece18@its.edu.in	Selected	Intern + SDET Engineer- I
Chetna Pal ITS (QA)	chetnapalrk_cse18@its.edu.in	Selected	Intern + QA Engineer- I
DIVYANSHI ITS (QA)	divyanshirajput2000@gmail.com	Selected	Intern + QA Engineer- I
Naman Kashyap ITS (QA)	namankashyaprkcse18@its.edu.in	Selected	Intern + QA Engineer- I
Manish Kumar ITS (QA)	manishkumarsm_cse18@its.edu.in	Selected	Intern + QA Engineer- I
Abhishek Kushwaha ITS (QA)	abhishekkushwahaskncse18@its.edu.in	Selected	Intern + QA Engineer- I

Nikita ITS (QA)	nikitamks_cse18@its.edu.in	Selected	Intern + QA Engineer- I
Abhishek Kumar ITS (QA)	abhishekkumarks_cse18@its.edu.in	Selected	Intern + QA Engineer- I
Ujjawal Kumar ITS (QA)	ujjawalkumarsks_cse18@its.edu.in	Selected	Intern + QA Engineer- I

Regards,

Varsha Kumari

Recruitment Analyst- Campus Recruiter

[HashedIn By Deloitte](#)

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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Fwd: Wipro Campus Update_LOI

1 message

suryanshu sharma <suryanshukms@gmail.com>
 To: crc_itsecgn@its.edu.in

Wed, Nov 10, 2021 at 6:01 PM

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

From: **Campus HR Team** <wipro+email+2f6q3-d7c0883a09@talent.icims.com>
 Date: Sun, 31 Oct 2021 at 9:58 PM
 Subject: Wipro Campus Update_LOI
 To: <suryanshukms@gmail.com>

October 31, 2021

Dear suryanshu sharma ,
 Resume Number - 22996158

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

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

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

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

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

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to suryanshukms@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=358A22996158&contactId=13850192>

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Fwd: Wipro Campus Update_LOI

1 message

ajay chaudhary <ajaychaudharyrlc_me18@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Nov 10, 2021 at 5:19 PM

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

From: **Campus HR Team** <wipro+email+2ff1y-35008575c8@talent.icims.com>
 Date: Sun 31 Oct, 2021, 10:53 PM
 Subject: Wipro Campus Update_LOI
 To: <ajaychaudharyrlc_me18@its.edu.in>

October 31, 2021

Dear Ajay Chaudhary ,
 Resume Number - 23001741

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

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

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

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

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

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to ajaychaudharyrc_me18@its.edu.in. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=86E323001741&contactId=13850507>

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Wipro Campus Update_LOI-of Swapnil

1 message

Swapnil <pandey.swapnil294@gmail.com>
To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Nov 10, 2021 at 5:10 PM

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

From: **Campus HR Team** <wipro+email+2f6kk-038247e865@talent.icims.com>
Date: Sun, Oct 31, 2021, 9:57 PM
Subject: Wipro Campus Update_LOI
To: <pandey.swapnil294@gmail.com>

October 31, 2021

Dear Swapnil . ,
Resume Number - 23004288

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

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

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
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Kindly note this letter of intent shall be followed by a letter of appointment from us.

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

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to pandey.swapnil294@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=5F8123004288&contactId=13850507>

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March 4, 2022

Dear Dev Bhardwaj,

Sub: Letter of Engagement as Intern

We are pleased to inform you that you have been selected for undergoing Internship in our organization Wipro Limited (Wipro) as Intern under the following terms and conditions:

1. Nature of Engagement

You will be engaged as an **Intern at Wipro**.

2. Duration of training

The duration of **internship** will be 10 to 16 weeks starting from March 10th. During this period, Wipro shall evaluate your performance. Unless Wipro extends the period of internship, in writing, solely at its discretion, your internship shall automatically stand terminated at the expiry of the internship period.

3. Verification Report

Your engagement with Wipro will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your application and information given at the time of Interview. If any declaration or information furnished to Wipro proves to be false or if you have wilfully suppressed any material information, in such case, you will be liable to removal from training without any notice.

4. Obligations and Responsibilities

- a. During your internship period, Wipro expects you to undergo training in any department / section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training. You shall not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly in any other trade or business (except as share-holder or debenture holder) during the training period without obtaining permission in writing from the appointing authority at Wipro. You will be governed by the service rules / standing orders, policies and regulations as may be promulgated by Wipro from time to time in relation to conduct, discipline and other matters. You will not seek membership of any local or public bodies without first attaining specific permission from the appointing authority at Wipro. You are expected to comply with the policies of Wipro including the Code of Business Conduct and other policies of Wipro as they form an integral part of the terms of your training with Wipro.

Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new Policies may be introduced and notified to employees/trainees from time to time and you will be required to comply with the same. Any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of Wipro and appropriate disciplinary action will be initiated.

- b. During the training period, if you conceive any new or advanced method of improving processes / formulae / systems in relation to the Business or Trade of Wipro, such developments will be fully communicated to Wipro and will be the sole property of Wipro. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required

under obligation of law or as may be required by Wipro and in the course of your training. This covenant shall endure during your training and beyond the cessation of your training with Wipro.

- c. During the training period and thereafter, you will not pass onto anyone in writing or by word of mouth or otherwise, particulars or details of work, processes, technical know-how, research carried out, security arrangements, administrative and organization matters of confidential or secret nature, which you may come across during your training period or become known to you by virtue of your undergoing training in Wipro or otherwise.
- d. In connection with your internship and during the term of your internship, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

5. Posting

During your training period, you are liable to be transferred or assigned to training in any division / department / establishment or location at which Wipro or its associate companies have their offices or operation and whether at present existing or which may be set up in future at any time and at any place in India, without any increase in stipend. On such posting, you will be governed by the policies, rules and regulations as applicable in that Unit / Branch / Establishment.

6. Travel

You will be required to undertake travel as required by Wipro and you will be paid travel expenses as per Wipro rules.

7. Termination

Notwithstanding any of the clauses of this letter of engagement, Wipro reserves the right in its sole discretion of terminating this agreement during the training period without assigning any reason by giving one week's (7 days) notice or payment of one week's stipend, in lieu of notice.

8. Training Hours and Holidays

As an intern you will be called upon to undergo training during the hours and days as may be fixed by Wipro. Normally all Sundays will be weekly holidays together with all National and Festival Holidays observed by the establishment.

9. After completion / termination of internship

On completion / termination of internship, you will immediately surrender to Wipro all specifications, documents, literature, drawings, records etc. belonging to Wipro or relating to its Businesses and shall not take or retain any copies of the said items.

10. Date of commencement of training

In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement within one week, duly signed by you, in token of your acceptance of the offer and report for training on or before the date of commencement of training. While reporting for training, please bring 3 copies of your latest passport size photographs and two copies each of your certificates and testimonials along with the originals. The original certificates will be returned to you after verification.

Yours sincerely,
For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

Endorsement:

1. I accept the terms and conditions stipulated in the above letter of engagement.

2. I shall report for internship on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Dev Bhardwaj, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

- a. validating my curriculum vitae and retaining records on the same for any future reference/verification;
- b. processing my application for internship including background verification checks;
- c. Internship related actions including record keeping, processing training stipend and any action required in the context of my training with Wipro.

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

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

ANNEXURE II

CONFIDENTIALITY & NON-DISCLOSURE AGREEMENT

This non-disclosure agreement ("**Agreement**") is made on this the [] day of [] between

Wipro Limited, a public limited Company incorporated under the Indian Companies Act, 1913, and existing under the Indian Companies Act, 1956, having its registered office at Dodda Kannelli, Sarjapur Road, Bengaluru 560-035.

And

_____[Name of the Intern], S/o / D/o

Residing at _____

(Hereinafter referred to as "**Intern**" which expression shall mean and include his/her representatives in interest, assurers and guarantors).

WHEREAS:

The Intern has expressed his/her desire to be trained with Wipro for a period of _____ ("**Internship Period**");

Wipro has accepted the Intern's application subject to the Intern adhering to and complying with certain covenants governing his or her movement within Wipro premises, conduct, and other tasks whatsoever which they may be allotted from time;

During the term of the internship, the Intern may have access to certain information which may be proprietary and/or of confidential nature ("**Confidential Information**", as more particularly described below).

NOW THEREFORE in consideration of the Agreement herein by the parties hereto and such additional promises and understandings as are hereinafter set forth, the parties agree as follows:

1. For purposes of this Agreement, "**Confidential Information**" means, with respect to Wipro, any and all information in written, representational, electronic, verbal or other form that is disclosed to Intern by Wipro or which Intern becomes

aware of in the course of the internship, including without limitation, information relating directly or indirectly to the present or potential business, operation or financial condition, pricing, legal cases pertaining Wipro, marketing plans or strategy, volumes, services rendered, customers' and suppliers' names or lists, any customer information, financial or technical or service matters or data of or relating to Wipro and any information identified as being proprietary and/or confidential and any information which might reasonably be presumed to be proprietary or confidential in nature, excluding any such information which (i) is known to the public (through no act or omission of Intern in violation of this Agreement); (ii) was known to Intern prior to its disclosure under this Agreement; or (iii) is required to be disclosed by governmental or judicial order, in which case Intern shall give Wipro prompt written notice, and use reasonable efforts to ensure that such disclosure is accorded confidential treatment and also to enable Wipro to seek a protective order or other appropriate remedy.

2. Nothing contained hereunder shall be construed as creating, conveying, transferring, granting or conferring by Wipro on Intern any rights, license or authority in or to the Confidential Information.
3. Intern agrees and undertakes that he/she shall not disclose or make available to any person (including the Institute) reproduce or transmit in any manner, or use (directly or indirectly) for his/her own benefit or the benefit of others, any Confidential Information, including without limitation, the use of the Confidential Information in any thesis or report required to be submitted by Intern under any course. Intern undertakes that he/she will not, without prior written consent of Wipro, use any Confidential Information in any of her future projects or presentations for any person, including the institute, nor shall he/she use any of the Confidential Information in his/her resumes or any application for prospective employment.
4. Intern shall use and/or protect the Confidential Information received by him/her with utmost degree of care and diligence.
5. Intern agrees that upon (i) termination/expiry of Internship Period, or (ii) at any time during its currency, or (iii) on Intern ceasing to be an Intern of Wipro, Intern shall promptly deliver to Wipro the Confidential Information and copies thereof in his/her possession or under his/her direct or indirect control, and shall destroy all memoranda, notes and other writings prepared by him/her or his/her subordinates based on the Confidential Information.
6. Intern acknowledges that the Confidential Information coming to his/her knowledge may relate to and/or have implications regarding the future strategies, plans, business activities, methods, processes and or information of Wipro or its affiliated companies which could afford third parties certain competitive and strategic advantage. Intern shall ensure that the use of such Confidential Information by the Intern shall not jeopardize or adversely affect in any manner such future strategies, plans, business activities, methods, processes, information, and/or competitive and strategic advantage of Wipro.
7. Intern acknowledges the quantum of damages and/or losses that Wipro may suffer as a result of the breach of this Agreement by the Intern and therefore, agrees to indemnify and keep indemnified Wipro against all loss or damage, which Wipro may suffer as a result of any such breach.
8. Intern hereby acknowledges and agrees that in the event of a breach or threatened breach by Intern of the provisions of this Agreement, Wipro shall without prejudice to any of its rights under this Agreement or in law have the right to claim damages and shall also be entitled to injunctive relief against such breach or threatened breach by Intern.
9. No failure or delay by Wipro in exercising or enforcing any right, remedy or power hereunder shall operate as a waiver thereof, nor shall any single or partial exercise or enforcement of any right, remedy or power preclude any further exercise or enforcement thereof or the exercise of enforcement of any other right, remedy or power.
10. This Agreement will be governed exclusively by the laws of India and, jurisdiction shall be vested exclusively in the courts at Bengaluru. This Agreement shall not be amended, assigned or transferred by either party without obtaining the written consent of Wipro.
11. The obligations of confidentiality shall survive the expiry or termination of the internship. Nothing in this Agreement is intended to confer any rights/remedies under or by reason of this Agreement on any third party.
12. If any term or provision of this Agreement is determined to be illegal, unenforceable, or invalid in whole or in part for any reason, such illegal, unenforceable, or invalid provisions or part(s) thereof shall be stricken from this Agreement and such provision shall not affect the legality, enforceability, or validity of the remainder of this Agreement.

IN WITNESS WHEREOF the parties hereto have duly executed this Agreement as of the date and year written above.

Yours sincerely,

For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

Accept

Decline

Intern Name: Dev Bhardwaj

Signature [Dev Bhardwaj 4/3/2022 1:42 PM](#)

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

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

Sensitivity: Internal & Restricted

[22989220](#)



APPOINTMENT LETTER

January 28, 2022

Dear Siddhant Jain,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

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

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

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

6. Confidentiality:

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

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

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

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

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

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

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

10. Training Agreement:

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

11. Notice Period & Termination:

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

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

12. Pre Joining Program (PJP):

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

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

Yours sincerely,
For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

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

I shall be reporting for duty on

ANNEXURE I**DECLARATION ON CONFLICT OF INTEREST**

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

Noted below are a few examples of conflict of interest:

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

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

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

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

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

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

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

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Siddhant Jain

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

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

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

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

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

ANNEXURE – IV

Bonus Details

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

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

Please note the terms and conditions:

- I. The special bonus is subject to:
 - a. you being "active" in the services of the company through to retention date as applicable
 - b. your employment has not been terminated for poor performance or for cause prior to retention date
 - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
- VI. You shall keep the contents of this letter confidential

ANNEXURE – V

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

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

ANNEXURE – VI**Variable Pay - A BRIEF OVERVIEW****Variable Pay Policy Summary & Computation:**

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

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

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

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

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

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

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

House Rental Allowance:

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

Wipro Benefit Plan (WBP):

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

1. Leave Travel Allowance:

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

2. Telephone/Mobile Phone Allowances:

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

3. Non-transferable Meal card:

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

4. Education Allowance:

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

5. New Pension System:

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

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

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

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

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

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

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

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

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

Survivor Benefit Pension Program**:

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

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

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

Loans:

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

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

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

1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

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

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

2. Voluntary Superannuation Policy (VSS)

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

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

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

& transparent fund management.

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

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

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

Accept Decline

Signature Siddhant Jain 28/1/2022 7:16 PM

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

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

22998326

Letter of Appointment

Date: 24th January 2022

Dear Nitish Kumar,

Welcome to Appinventiv!

We are excited to offer you a full time position as a **Software Trainee**. Your starting date will be **24th January 2022** subject to satisfactory verification of your credentials and background verification conducted by Appinventiv at its sole discretion. The joining formalities are done on **6th December 2021**, and officially the tenure has started.

Your total gross salary will be **INR 12,000 (Rupees Twelve Thousand Only)** for initial 6 months and will be revised to 3.6 LPA- 4.2 LPA depending on the performance after 6 months. The salary is detailed as per Annexure A and this will be subject to deduction of tax at source in accordance with the prevailing laws.

You are required to sign a service agreement with the organization for a minimum period of 2 years from the date of appointment. If in case you want to leave employment within the period mentioned, you should give prior information, serve the notice period as per Appinventiv Policy and shall deposit training cost as well as expenditures, damages before leaving the organization.

Principle terms of your employment with Appinventiv are as follows:

Conduct:

- i. You shall perform all duties and responsibilities assigned to you by Appinventiv from time to time. You will also comply with all reasonable instructions as may be given by Appinventiv from time to time.
- ii. You shall not engage in activities that would be unsuitable with your capacity, as a representative of Appinventiv and you shall not act in any manner that would conflict with the interests of Appinventiv.
- iii. You shall ensure that your conduct is in line with Company policies that may be implemented from time to time. You shall, at all times during your employment adhere to the Code of Conduct of Appinventiv, which may be modified with time. Further, while employed with Appinventiv, you shall not undertake any illegal or unlawful activities.

Exclusivity: During your employment you will not undertake any other employment/ venture of any nature, whatsoever.

Working hours : The general working hours at the company is 10:00 AM to 7:00 PM from Monday to Friday. However, you are required to abide by the requirements of your business unit.

Leaves: In a calendar year, you are entitled to take leaves as per leave policy. Any leave taken without prior approval of reporting manager shall be deemed to be unauthorized absence from work. A list of bank holidays will be made available to you after joining.

Probation: The nature of your employment is Permanent, however you will be on probation for 6 months. Appinventiv reserves the right to extend your Probation Period at its discretion. Unless your manager or HR informs you otherwise, your position will become permanent at the end of your probation period. During these six months the Company may terminate your employment for unsatisfactory performance by raising PIW for X number of days.

Note: If employee resigns He/ She either needs to serve notice period as per company policy or can be relieved based on the mutual discussion with the employer.

Performance Reviews: Appinventiv shall conduct a performance review of your work as per Appinventiv's performance appraisal cycle or within such intervals as may be determined by Appinventiv from time to time. In case of Trainees the appraisal cycle will be scheduled after completion of probation period (which can be extended if performance doesn't meet the company expectations).

Termination: Your services with the Company may be terminated by either you or by the Company by serving Two Months prior notice, however, the Company may reject or withhold the acceptance of notice served by you for the period deemed appropriate by the Company to find a suitable replacement for the work assigned to you.

If the employee asks for a waiver of the notice period, the company may accede to such a request in full or part or decline such request and you shall be liable to pay to the Company the amount equivalent to the unserved notice period.

The Company reserves the right to terminate your employment without any notice or payment, in lieu of the company policy for misconduct or negligence towards your duties and responsibility or in the event of any breach of the terms of appointment.

In the event of continuous absence for more than 3 working days without information to the management you shall be deemed to have abandoned your employment to company. In such case company reserves the right to terminate your employment without notice.

Confidentiality: You undertake to perform your service at Appinventiv with trust and confidence. During your employment you will be privileged with confidential information about Appinventiv. You agree that you shall not, except as maybe required to perform your duties or by applicable law, disclose to others or use, directly or indirectly any Confidential Information and you will use discretion and good faith in what you do disclose that may not be specifically defined as Confidential Information hereunder. "Confidential Information" shall mean any confidential and/or proprietary information/ your compensation details disclosed to and/ or obtained by you on behalf of Appinventiv whether or not in relation to the scope of your employment, either directly or indirectly, in writing or orally or as contained in tangible or fungible form.

Non Solicit: During your employment with Appinventiv and for a period of 12 (twelve) months thereafter you shall not (as the case maybe), directly or indirectly (i) entice any employee to leave their employment with Appinventiv; (ii) solicit them for employment opportunities with third parties; (iii) solicit or entice in any manner, directly or indirectly any customers, agents, vendors, users, clients of Appinventiv.

Proprietary Right: Company shall own, and you hereby transfer and assign to it, all rights of every kind and character throughout the work, in perpetuity, in and to any material and/or ideas written, suggested, or submitted by you hereunder and all other results and proceeds of you services hereunder, whether the same consists of literary, dramatic, mechanical or any other form of works, themes, ideas, creations, products, or compositions. You agree to execute and deliver to Company such assignments or other instruments as Company may require from time to time to evidence its ownership of the results and proceeds of your services.

Return of Company Assets: Upon termination of your employment (however it arises) with Appinventiv, you are obligated to forthwith return all assets of Appinventiv within your possession (without any loss or damage), failing which Appinventiv reserves the right to take appropriate legal action against you and recover the cost for such damage or loss from any pending compensation due to you from Appinventiv.

Separation: We hope your association with us will be a very long one. However, your employment with the Company can be terminated by Sixty (60) days' notice in writing from either side.

However, in the event of any discrepancy or untrue information found in your application form or resume, willful neglect of your duties, breach of trust, gross indiscipline or any other serious dereliction of duties that may be prejudicial to the interests of the Company, the Company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

This Agreement is made and entered on **6th December 2021** by and between **Appinventiv Technologies**, an Indian company with its principle place of business at **Noida**; and Employee **"Nitish Kumar"**

For good consideration, and in consideration of being employed by the Company, the undersigned Employee hereby agrees and acknowledges as follows:

That during the course of my employment there may be disclosure of certain trade secrets of the Company to me; said trade secrets consisting but not necessarily limited to: Technical information: Methods, processes, formulae, compositions, systems, techniques, inventions, machines, computer programs and research projects.

Business information: Customer lists, pricing data, sources of supply, financial data and marketing, production, or merchandising systems or plans.

I Agree That I shall not during, in future or at any time after the termination of my employment with the Company (whether voluntary or involuntary and with or without cause), use for myself or others, or disclose or divulge or employ myself, solicit, divert or initiate any contacts with any customer, clients, independent contractor or future employees, any trade secrets, confidential information, any other proprietary data of the Company (directly or indirectly)

That upon the termination of my employment from the Company:

I shall return to the Company all documents and property of the Company, including but not necessarily limited to: drawings, blueprints, reports, manuals, correspondence, customer lists, code, project deliverables and all other materials and all copies thereof relating in any way to the Company's business, or in any way obtained by me during the course of employ. I further agree that I shall not retain copies, notes or abstracts of the foregoing.

In case of "Breach of Contract" The Company reserves right to notify & initiate legal action, to recover any damages or losses caused to the company due to Breach by an individual.

That this agreement shall be binding upon me and my personal representatives and successors in interest, and shall inure to the benefit of the Company, its successors and assigns. That I shall indemnify the Company against any and all losses, damages, claims, or expenses incurred or suffered by the Company, whether directly or indirectly, including reasonable attorney's fees and costs, resulting from my breach of this Agreement.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time, as it's governed by and Constructed under the Laws of India.

Annexure A

Particulars	INR (Per Month)	INR (6 Months)
	N/A	N/A
Basic Salary	N/A	N/A
House Rent Allowance	N/A	N/A
Special Allowance	N/A	N/A
Meal Allowance	N/A	N/A
Medical Reimbursement	N/A	N/A
Conveyance Allowance	N/A	N/A
Provident Fund:		
(Employer's contribution)	N/A	N/A
Total Gross	12,000.00	72,000.00

Declaration:

I have read and understood the terms and conditions stated in the appointment letter and hereby confirm my acceptance of the offer of appointment.



Signature: _____

Date: _____

Signing Authority
(HR Department – Appinventiv Technologies)

Fwd: ITS Interview & Selection Process : APPINVENTIV Technologies

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Thu, Nov 11, 2021 at 9:57 AM

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

From: **Career Appinventiv** <career@appinventiv.com>
Date: Wed, Nov 10, 2021 at 5:56 PM
Subject: Re: ITS Interview & Selection Process : APPINVENTIV Technologies
To: Shalini Khatri <shalini.khatri@its.edu.in>
Cc: Niharika Rawat <niharika.rawat@appinventiv.com>

Hi Shalini,
Please find the list of final selects below. Their joining date will be from January 2022. Please block them for Appinventiv.

Nitish Kumar	nitishkumarjnp_ece18@its.edu.in
Shubhendra singh	shubham97172@gmail.com

Note: Abhay is still aligned for the interview tomorrow as today his internet connectivity was poor.

[Quoted text hidden]

1st February 2022
Mr. Abhishek Kumar Kushwaha
Bangalore, 560064
India

Dear Abhishek Kumar Kushwaha

We are pleased to inform you that your application for an Internship program has been accepted.

We are pleased to offer you an appointment for the position of : **Quality Associate** at **B8**. Your internship with **Hashedin Technologies Private Limited** ("Company") will be in Bengaluru. The Internship program is for a duration of **Four Months** beginning **7th March 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

This will be followed by a job offer of **Quality Engineer-I** at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 7,12,500/- (Rupees Seven Lakhs Twelve Thousand Five Hundred Only). You can refer to the following table for the breakup.

Component	Amount in INR
Fixed CTC	₹ 525000
Performance Variable Bonus Upto	₹ 87500
Total Cost to Company	₹ 712500
Joining Bonus (One Time Payment)	₹ 100000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **Hashedin Technologies Private Limited**
Best Regards,

Authorized Signatory



10-02-2022

Signature

Date

CONFIRMATION PAGE

The undersigned hereby confirms that he has signed and accepted the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") in consideration of his internship with **Hashedin Technologies Private Limited** as **Quality Associate** subject to the following:

- The Agreement shall be valid from **7th March 2022** to **29th July 2022**
- The conditions relating to Notice Period, Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Any reference to "Employment" in the Agreement shall mean "Internship".
- Any reference to "Employer" in the Agreement shall mean "Company".
- Any reference to myself as an "Employee" in the Agreement shall mean "Intern".
- Any reference to "Employment Agreement" in the Agreement shall mean "Internship Agreement".

*Abhishek
Kumar*

Signed and Accepted

Candidate Name Abhishek Kumar Kushwaha

Date: 10-02-2022

CONFIDENTIALITY AND WAIVER AGREEMENT

This Confidentiality and Waiver Agreement (the "Agreement") is effective as of **7th March 2022** ("Effective Date") is by and between:

Hashedin Technologies Private Limited having its registered office at Bengaluru (referred to as "Company") **Abhishek Kumar Kushwaha**, residing at **Bangalore** (referred to as "Recipient") hereby agree as follows:

1. The Recipient has applied to the Company for an Internship Program with the Company (referred to as "Internship"). The Company has accepted the application of the Recipient for Internship at the Company's premises from **7th March 2022** to **29th July 2022**.
2. The Recipient will comply with all rules, regulations, guidelines, policies and practices of the Company, which may be amended from time to time.
3. In consideration of the Recipient's participation in the Internship, the Recipient, for himself and his heirs, executors, administrators, representatives, assigns and successors in interest (hereinafter collectively "successors") forever waive and release the Company, its affiliates, Deloitte LLP and its subsidiaries, affiliates and related entities, Deloitte Touche Tohmatsu Limited ("DTTL") and any and all DTTL associate and member firms, all their respective, past, present and future parent companies, subsidiaries, officers, directors, employees, members, partners, principals, successors, transferees and assigns (collectively "Released Parties") from any and all claims, causes of action, liabilities, obligations, damages, losses, demands, judgments, costs and expenses, of every kind, nature or form, including, without limitation, attorney's fees, whether in contract, statute, tort (such as negligence) or otherwise, relating to, arising from or in any way, directly or indirectly, connected to, or arising out of the Recipient's participation in or association with the Internship, including any travel to or return from the Internship at the Company's premises.
4. The Company may disclose to the Recipient certain confidential, proprietary or non-public business information and/or trade secrets, which may also include information, materials, and ideas of or about the Company, its affiliates, related entities of Deloitte U.S. Entities, DTTL and its network of member firms or their affiliates, or clients, vendors, licensors or other persons, which materials, information or ideas are not generally known to the public, including, without limitation, discussion, presentation, materials, information or ideas relating to business plans, operations, products, services, methods, procedures, clients or prospective clients, equipment, or systems, whether in written, oral or any other form and also includes personally identifiable information about employees (including name, address, date of birth, photographs, government identifiers like PAN, license etc.) (referred to as the "Confidential Information") from the Effective Date onwards.
5. From the Effective Date onwards, Recipient shall not disclose such Confidential Information and shall hold it in trust for the sole benefit of the Company. Any other details provided to or otherwise made available to the Recipient by the Company or otherwise obtained or learnt by the Recipient are also covered under this Agreement and is to be treated as Confidential Information.
6. From the Effective Date onwards in relation to Confidential Information, Recipient agrees that:
 - I. Recipient shall not disclose the Confidential Information to anyone.
 - II. Recipient shall not copy or reproduce, in whole or in part, any Confidential Information without prior written authorization of the Company; and
 - III. Recipient shall promptly return or, with Company's prior written approval, destroy all Confidential Information and copies thereof.
7. Recipient acknowledges that the Confidential Information has tangible value and contains personal and proprietary information and that the Company will suffer irreparable damage for which money damages will not be a sufficient remedy in the event of a breach of any provision of this Agreement. The Company shall be entitled to specific performance and injunctive relief as remedies for any breach

or threatened breach of any provision of this Agreement and such remedies shall not be deemed to be exclusive remedies for such breach or threatened breach by Recipient but shall be in addition to all other remedies available to the Company at law or in equity.

8. Recipient shall indemnify and hold harmless the Company, and their respective partners, principals and employees from and against any and all claims, obligations, losses, injuries, damages, reasonable costs and reasonable expenses (including, without limitation, reasonable attorneys' fees) incurred or suffered by reason of any breach by Recipient of any of the provisions of this Agreement.

9. Waivers and Amendments

(i) No delay or omission by any party in enforcing its rights or remedies hereunder shall impair such right or remedy or be deemed to be a waiver thereof.

(ii) No amendment or waiver shall be valid unless in writing and signed by both parties.

10. This Agreement shall be governed by the laws of India.

IN WITNESS WHEREOF, the Company and Recipient have caused this Agreement to be executed by their duly authorized representatives effective as of the date first above written.

Hashedin Technologies Private Limited	Abhishek Kumar Kushwaha Date: 10-02-2022 Place: Bangalore
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TRAINING CUM OFFER LETTER

HR/IND/IL/2021/12/00228

Date: 28-Dec-2021

Name of the Candidate : GAUTAM GOSWAMI
Place of Joining : Manesar
Training Start Date : 15-Jun-2022

Dear GAUTAM GOSWAMI,

With reference to your interview you had with us, we are pleased to offer you the position of **Engineer (QA)** in **VVDN Technologies Pvt. Ltd (hereinafter referred to as "VVDN" or "Company")** on the following terms and conditions:

1. Compensation Details:
 - a. During training you are eligible for a stipend of Rs. 10,000/- per month.
 - b. Upon successful completion of training, your compensation will be revised to Rs. 3,20,000/- Per annum during the Probation Period.
 - c. Upon confirmation of Services your compensation will be revised to Rs. 4,00,000/- Per annum.
2. During Training Period, you are expected to report in office daily on your work days as applicable for your business unit. This is **subject to any change or requirement** that may come into effect in the future. Such changes will supersede all the relevant clauses mentioned in this Trainee/ Offer letter.
3. You will be on a probation period for 3 months after your Training completion.
4. You will be required to execute Agreements and its Terms and Conditions of Training, and other necessary documents / undertakings as may be required by **VVDN** from time to time.
5. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your training in **VVDN** or its associates, or which you may come to know in the course of your Training, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in VVDN strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise
6. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your training shall be treated strictly confidential.
7. During your training with **VVDN**, you may be transferred to any of the Offices/ Departments/ Units of **VVDN** or of associate concerns whether existing or to be set up, basis any business requirement, anywhere in India or abroad, on the same terms and conditions, at the sole discretion of the management.

8. **Leave:** As a Trainee, you will be entitled to get one unplanned leave in a month on pro rata basis. Upon commencement of probation period, you will be eligible for the leaves as per the Leave Policy of VVDN applicable to any of the permanent employee
9. During your tenure with **VVDN**, you will be governed by the applicable Rules and regulations of **VVDN** currently in force or as introduced/awarded from time to time.
10. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your training with **VVDN** will stand terminated/ cancelled with immediate effect.
11. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than the assigned Training/ knowledge enhancement.
12. Your email acceptance of this letter is expected within 3 days from the date of releasing the Training cum offer letter. This letter shall become void after completion of 3 days, in-case no acceptance is received.
13. As per the business requirements to ensure knowledge/ skill enhancement, company can ask for short-term or long-term travel/ deployment to any of the work location in India or abroad.
14. The Training/ relieving documents will be given for such trainee/employee who will not be able to continue with VVDN, upon clearance of all the dues from all the respective departments.
15. As per the employment status, either party can terminate this association by intimating in advance, subject to the clearance as per the Clause no 16 and 17.
16. As per the employment status, in case, a trainee/employee doesn't want to continue with the training/employment and wants to leave during the training/employment period or after completion of training or wants to leave the job or absconds (in case, any of the above mentioned event happens before or after the confirmation of employment, irrespective of duration of training/employment) or performs below the expected standards, due to which the confirmation of the services doesn't happen, trainee/employee is liable to pay the expenses incurred towards the knowledge enhancements as recovery, the sum of Rs. 3,00,000/- towards training cost, irrespective of the training duration. Such knowledge enhancements can be done via any mode of engagement (including but not limited to) like in person training, web-based training, mentoring based learnings, virtual connect, Tool training, certifications, and any other way which ensures the skill enhancement.
17. In addition to clause 14, the trainee is required to sign a service agreement, which will be applied implicitly and will have additional obligations, if the trainee/ employee wants to proceed with separation.

Please Sign the duplicate copy of this letter and return the same as token of your acceptance [Acceptance is through email or signatures] of the terms and conditions detailed in the letter.

On the day of your joining, **please bring original and photocopies** of the following for verification:

- **Pan Card**
- **Aadhar Card**
- **2 Color photograph, passport size**
- **10th certificate**
- **12th certificate**
- **All semester mark-sheets and Degree certificate**
- **NOC Letter from college for Training**
- **Passport** (Passport is mandatory at the time of joining. In case you do not possess a valid passport, we want you to apply for it in advance and submit a copy of the application to HR department within one month of your joining)

Disclaimer: The personal information and documents, voluntarily shared by you with the HR/ representatives of VVDN, will be kept confidential and intended solely for the applicable verification and internal purpose(s). It will not be shared with any third party, unless required by the company policy and applicable law.

Wishing you a rewarding career with **VVDN** and welcoming you to our Pursuit of Excellence.

Yours sincerely,

For **VVDN Technologies Pvt Ltd.:**



Authorized Signatory

Acknowledgement

I have read all the clauses mentioned above and hereby declare and accept your training cum offer letter.

Name and Signature

Date: _____

TRAINING CUM OFFER LETTER

HR/IND/IL/2021/12/00229

Date: 28-Dec-2021

Name of the Candidate : Kuhu Kansal
Place of Joining : Manesar
Training Start Date : 15-Jun-2022

Dear Kuhu Kansal,

With reference to your interview you had with us, we are pleased to offer you the position of **Engineer (QA)** in **VVDN Technologies Pvt. Ltd (hereinafter referred to as "VVDN" or "Company")** on the following terms and conditions:

1. Compensation Details:
 - a. During training you are eligible for a stipend of Rs. 10,000/- per month.
 - b. Upon successful completion of training, your compensation will be revised to Rs. 3,20,000/- Per annum during the Probation Period.
 - c. Upon confirmation of Services your compensation will be revised to Rs. 4,00,000/- Per annum.
2. During Training Period, you are expected to report in office daily on your work days as applicable for your business unit. This is **subject to any change or requirement** that may come into effect in the future. Such changes will supersede all the relevant clauses mentioned in this Trainee/ Offer letter.
3. You will be on a probation period for 3 months after your Training completion.
4. You will be required to execute Agreements and its Terms and Conditions of Training, and other necessary documents / undertakings as may be required by **VVDN** from time to time.
5. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your training in **VVDN** or its associates, or which you may come to know in the course of your Training, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in VVDN strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise
6. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your training shall be treated strictly confidential.
7. During your training with **VVDN**, you may be transferred to any of the Offices/ Departments/ Units of **VVDN** or of associate concerns whether existing or to be set up, basis any business requirement, anywhere in India or abroad, on the same terms and conditions, at the sole discretion of the management.

8. **Leave:** As a Trainee, you will be entitled to get one unplanned leave in a month on pro rata basis. Upon commencement of probation period, you will be eligible for the leaves as per the Leave Policy of VVDN applicable to any of the permanent employee
9. During your tenure with **VVDN**, you will be governed by the applicable Rules and regulations of **VVDN** currently in force or as introduced/awarded from time to time.
10. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your training with **VVDN** will stand terminated/ cancelled with immediate effect.
11. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than the assigned Training/ knowledge enhancement.
12. Your email acceptance of this letter is expected within 3 days from the date of releasing the Training cum offer letter. This letter shall become void after completion of 3 days, in-case no acceptance is received.
13. As per the business requirements to ensure knowledge/ skill enhancement, company can ask for short-term or long-term travel/ deployment to any of the work location in India or abroad.
14. The Training/ relieving documents will be given for such trainee/employee who will not be able to continue with VVDN, upon clearance of all the dues from all the respective departments.
15. As per the employment status, either party can terminate this association by intimating in advance, subject to the clearance as per the Clause no 16 and 17.
16. As per the employment status, in case, a trainee/employee doesn't want to continue with the training/employment and wants to leave during the training/employment period or after completion of training or wants to leave the job or absconds (in case, any of the above mentioned event happens before or after the confirmation of employment, irrespective of duration of training/employment) or performs below the expected standards, due to which the confirmation of the services doesn't happen, trainee/employee is liable to pay the expenses incurred towards the knowledge enhancements as recovery, the sum of Rs. 3,00,000/- towards training cost, irrespective of the training duration. Such knowledge enhancements can be done via any mode of engagement (including but not limited to) like in person training, web-based training, mentoring based learnings, virtual connect, Tool training, certifications, and any other way which ensures the skill enhancement.
17. In addition to clause 14, the trainee is required to sign a service agreement, which will be applied implicitly and will have additional obligations, if the trainee/ employee wants to proceed with separation.

Please Sign the duplicate copy of this letter and return the same as token of your acceptance [Acceptance is through email or signatures] of the terms and conditions detailed in the letter.

On the day of your joining, **please bring original and photocopies** of the following for verification:

- **Pan Card**
- **Aadhar Card**
- **2 Color photograph, passport size**
- **10th certificate**
- **12th certificate**
- **All semester mark-sheets and Degree certificate**
- **NOC Letter from college for Training**
- **Passport** (Passport is mandatory at the time of joining. In case you do not possess a valid passport, we want you to apply for it in advance and submit a copy of the application to HR department within one month of your joining)

Disclaimer: The personal information and documents, voluntarily shared by you with the HR/ representatives of VVDN, will be kept confidential and intended solely for the applicable verification and internal purpose(s). It will not be shared with any third party, unless required by the company policy and applicable law.

Wishing you a rewarding career with **VVDN** and welcoming you to our Pursuit of Excellence.

Yours sincerely,

For **VVDN Technologies Pvt Ltd.:**



Authorized Signatory

Acknowledgement

I have read all the clauses mentioned above and hereby declare and accept your training cum offer letter.

Name and Signature

Date: _____

13th January 2022
Ms. Nikita
Muzzaffarnagar, 247772
India

Dear Nikita

We are pleased to inform you that your application for an Internship program has been accepted.

We are pleased to offer you an appointment for the position of **Quality Associate** at **B8**. Your internship with **Hashedin Technologies Private Limited** ("Company") will be in Bengaluru. The Internship program is for a duration of **Four Months** beginning **7th March 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

This will be followed by a job offer of Software Engineer- I at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 8,10,000/- (Rupees Eight Lakhs Ten Thousand Only). You can refer to the following table for the breakup.

Component	Amount in INR
Fixed CTC	₹ 525000
Performance Variable Bonus Upto	₹ 87500
Total Cost to Company	₹ 712500
Joining Bonus (One Time Payment)	₹ 100000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **Hashedin Technologies Private Limited**
Best Regards,

Authorized Signatory



Signature

25/01/2022

Date

CONFIRMATION PAGE

The undersigned hereby confirms that he has signed and accepted the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") in consideration of his internship with **Hashedin Technologies Private Limited** as **Quality Associate** subject to the following:

- The Agreement shall be valid from **7th March 2022** to **29th July 2022**
- The conditions relating to Notice Period, Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Any reference to "Employment" in the Agreement shall mean "Internship".
- Any reference to "Employer" in the Agreement shall mean "Company".
- Any reference to myself as an "Employee" in the Agreement shall mean "Intern".
- Any reference to "Employment Agreement" in the Agreement shall mean "Internship Agreement".

Signed and Accepted



Candidate Name : **NIKITA**

Date: 25/01/2022

CONFIDENTIALITY AND WAIVER AGREEMENT

This Confidentiality and Waiver Agreement (the "Agreement") is effective as of **7th March 2022** ("Effective Date") is by and between:

Hashedin Technologies Private Limited having its registered office at Bengaluru (referred to as "Company") **Nikita**, residing at **Muzzaffarnagar** (referred to as "Recipient") hereby agree as follows:

1. The Recipient has applied to the Company for an Internship Program with the Company (referred to as "Internship"). The Company has accepted the application of the Recipient for Internship at the Company's premises from **7th March 2022** to **29th July 2022**.
2. The Recipient will comply with all rules, regulations, guidelines, policies and practices of the Company, which may be amended from time to time.
3. In consideration of the Recipient's participation in the Internship, the Recipient, for himself and his heirs, executors, administrators, representatives, assigns and successors in interest (hereinafter collectively "successors") forever waive and release the Company, its affiliates, Deloitte LLP and its subsidiaries, affiliates and related entities, Deloitte Touche Tohmatsu Limited ("DTTL") and any and all DTTL associate and member firms, all their respective, past, present and future parent companies, subsidiaries, officers, directors, employees, members, partners, principals, successors, transferees and assigns (collectively "Released Parties") from any and all claims, causes of action, liabilities, obligations, damages, losses, demands, judgments, costs and expenses, of every kind, nature or form, including, without limitation, attorney's fees, whether in contract, statute, tort (such as negligence) or otherwise, relating to, arising from or in any way, directly or indirectly, connected to, or arising out of the Recipient's participation in or association with the Internship, including any travel to or return from the Internship at the Company's premises.
4. The Company may disclose to the Recipient certain confidential, proprietary or non-public business information and/or trade secrets, which may also include information, materials, and ideas of or about the Company, its affiliates, related entities of Deloitte U.S. Entities, DTTL and its network of member firms or their affiliates, or clients, vendors, licensors or other persons, which materials, information or ideas are not generally known to the public, including, without limitation, discussion, presentation, materials, information or ideas relating to business plans, operations, products, services, methods, procedures, clients or prospective clients, equipment, or systems, whether in written, oral or any other form and also includes personally identifiable information about employees (including name, address, date of birth, photographs, government identifiers like PAN, license etc.) (referred to as the "Confidential Information") from the Effective Date onwards.
5. From the Effective Date onwards, Recipient shall not disclose such Confidential Information and shall hold it in trust for the sole benefit of the Company. Any other details provided to or otherwise made available to the Recipient by the Company or otherwise obtained or learnt by the Recipient are also covered under this Agreement and is to be treated as Confidential Information.
6. From the Effective Date onwards in relation to Confidential Information, Recipient agrees that:
 - I. Recipient shall not disclose the Confidential Information to anyone.
 - II. Recipient shall not copy or reproduce, in whole or in part, any Confidential Information without prior written authorization of the Company; and
 - III. Recipient shall promptly return or, with Company's prior written approval, destroy all Confidential Information and copies thereof.
7. Recipient acknowledges that the Confidential Information has tangible value and contains personal and proprietary information and that the Company will suffer irreparable damage for which money damages will not be a sufficient remedy in the event of a breach of any provision of this Agreement. The Company shall be entitled to specific performance and injunctive relief as remedies for any breach or threatened breach of any provision of this Agreement and such remedies shall not be deemed to

be exclusive remedies for such breach or threatened breach by Recipient but shall be in addition to all other remedies available to the Company at law or in equity.

8. Recipient shall indemnify and hold harmless the Company, and their respective partners, principals and employees from and against any and all claims, obligations, losses, injuries, damages, reasonable costs and reasonable expenses (including, without limitation, reasonable attorneys' fees) incurred or suffered by reason of any breach by Recipient of any of the provisions of this Agreement.
9. Waivers and Amendments
 - (i) No delay or omission by any party in enforcing its rights or remedies hereunder shall impair such right or remedy or be deemed to be a waiver thereof.
 - (ii) No amendment or waiver shall be valid unless in writing and signed by both parties.
10. This Agreement shall be governed by the laws of India.

IN WITNESS WHEREOF, the Company and Recipient have caused this Agreement to be executed by their duly authorized representatives effective as of the date first above written.

Hashedin Technologies Private Limited	Nikita Date: 25/01/2022 Place: Muzzaffarnagar
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TRAINING CUM OFFER LETTER

HR/IND/IL/2021/12/00231

Date: 28-Dec-2021

Name of the Candidate : Sachin
Place of Joining : Manesar
Training Start Date : 15-Jun-2022

Dear Sachin,

With reference to your interview you had with us, we are pleased to offer you the position of **Engineer (QA)** in **VVDN Technologies Pvt. Ltd (hereinafter referred to as "VVDN" or "Company")** on the following terms and conditions:

1. Compensation Details:
 - a. During training you are eligible for a stipend of Rs. 10,000/- per month.
 - b. Upon successful completion of training, your compensation will be revised to Rs. 3,20,000/- Per annum during the Probation Period.
 - c. Upon confirmation of Services your compensation will be revised to Rs. 4,00,000/- Per annum.
2. During Training Period, you are expected to report in office daily on your work days as applicable for your business unit. This is **subject to any change or requirement** that may come into effect in the future. Such changes will supersede all the relevant clauses mentioned in this Trainee/ Offer letter.
3. You will be on a probation period for 3 months after your Training completion.
4. You will be required to execute Agreements and its Terms and Conditions of Training, and other necessary documents / undertakings as may be required by **VVDN** from time to time.
5. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your training in **VVDN** or its associates, or which you may come to know in the course of your Training, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in VVDN strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise
6. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your training shall be treated strictly confidential.
7. During your training with **VVDN**, you may be transferred to any of the Offices/ Departments/ Units of **VVDN** or of associate concerns whether existing or to be set up, basis any business requirement, anywhere in India or abroad, on the same terms and conditions, at the sole discretion of the management.

8. **Leave:** As a Trainee, you will be entitled to get one unplanned leave in a month on pro rata basis. Upon commencement of probation period, you will be eligible for the leaves as per the Leave Policy of VVDN applicable to any of the permanent employee
9. During your tenure with **VVDN**, you will be governed by the applicable Rules and regulations of **VVDN** currently in force or as introduced/awarded from time to time.
10. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your training with **VVDN** will stand terminated/ cancelled with immediate effect.
11. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than the assigned Training/ knowledge enhancement.
12. Your email acceptance of this letter is expected within 3 days from the date of releasing the Training cum offer letter. This letter shall become void after completion of 3 days, in-case no acceptance is received.
13. As per the business requirements to ensure knowledge/ skill enhancement, company can ask for short-term or long-term travel/ deployment to any of the work location in India or abroad.
14. The Training/ relieving documents will be given for such trainee/employee who will not be able to continue with VVDN, upon clearance of all the dues from all the respective departments.
15. As per the employment status, either party can terminate this association by intimating in advance, subject to the clearance as per the Clause no 16 and 17.
16. As per the employment status, in case, a trainee/employee doesn't want to continue with the training/employment and wants to leave during the training/employment period or after completion of training or wants to leave the job or absconds (in case, any of the above mentioned event happens before or after the confirmation of employment, irrespective of duration of training/employment) or performs below the expected standards, due to which the confirmation of the services doesn't happen, trainee/employee is liable to pay the expenses incurred towards the knowledge enhancements as recovery, the sum of Rs. 3,00,000/- towards training cost, irrespective of the training duration. Such knowledge enhancements can be done via any mode of engagement (including but not limited to) like in person training, web-based training, mentoring based learnings, virtual connect, Tool training, certifications, and any other way which ensures the skill enhancement.
17. In addition to clause 14, the trainee is required to sign a service agreement, which will be applied implicitly and will have additional obligations, if the trainee/ employee wants to proceed with separation.

Please Sign the duplicate copy of this letter and return the same as token of your acceptance [Acceptance is through email or signatures] of the terms and conditions detailed in the letter.

On the day of your joining, **please bring original and photocopies** of the following for verification:

- **Pan Card**
- **Aadhar Card**
- **2 Color photograph, passport size**
- **10th certificate**
- **12th certificate**
- **All semester mark-sheets and Degree certificate**
- **NOC Letter from college for Training**
- **Passport** (Passport is mandatory at the time of joining. In case you do not possess a valid passport, we want you to apply for it in advance and submit a copy of the application to HR department within one month of your joining)

Disclaimer: The personal information and documents, voluntarily shared by you with the HR/ representatives of VVDN, will be kept confidential and intended solely for the applicable verification and internal purpose(s). It will not be shared with any third party, unless required by the company policy and applicable law.

Wishing you a rewarding career with **VVDN** and welcoming you to our Pursuit of Excellence.

Yours sincerely,

For **VVDN Technologies Pvt Ltd.:**



Authorized Signatory

Acknowledgement

I have read all the clauses mentioned above and hereby declare and accept your training cum offer letter.

Name and Signature

Date: _____



Letter of Intent (LOI)

Superset ID: 1386777

January 07, 2022

Dear Satyender,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 2 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 2 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



February 16, 2022

Dear SURAJ GUPTA,

Sub: Letter of Engagement as Intern

We are pleased to inform you that you have been selected for undergoing Internship in our organization Wipro Limited (Wipro) as Intern under the following terms and conditions:

1. Nature of Engagement

You will be engaged as an **Intern at Wipro.**

2. Duration of training

The duration of **internship** will be from **February 21, 2022 to April 30, 2022**. During this period, Wipro shall evaluate your performance. Unless Wipro extends the period of internship, in writing, solely at its discretion, your internship shall automatically stand terminated at the expiry of the internship period.

3. Verification Report

Your engagement with Wipro will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your application and information given at the time of Interview. If any declaration or information furnished to Wipro proves to be false or if you have wilfully suppressed any material information, in such case, you will be liable to removal from training without any notice.

4. Obligations and Responsibilities

- a. During your internship period, Wipro expects you to undergo training in any department / section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training. You shall not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly in any other trade or business (except as share-holder or debenture holder) during the training period without obtaining permission in writing from the appointing authority at Wipro. You will be governed by the service rules / standing orders, policies and regulations as may be promulgated by Wipro from time to time in relation to conduct, discipline and other matters. You will not seek membership of any local or public bodies without first attaining specific permission from the appointing authority at Wipro. You are expected to comply with the policies of Wipro including the Code of Business Conduct and other policies of Wipro as they form an integral part of the terms of your training with Wipro.

Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new Policies may be introduced and notified to employees/trainees from time to time and you will be required to comply with the same. Any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of Wipro and appropriate disciplinary action will be initiated.

- b. During the training period, if you conceive any new or advanced method of improving processes / formulae / systems in relation to the Business or Trade of Wipro, such developments will be fully communicated to Wipro and will be the sole property of Wipro. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required

under obligation of law or as may be required by Wipro and in the course of your training. This covenant shall endure during your training and beyond the cessation of your training with Wipro.

- c. During the training period and thereafter, you will not pass onto anyone in writing or by word of mouth or otherwise, particulars or details of work, processes, technical know-how, research carried out, security arrangements, administrative and organization matters of confidential or secret nature, which you may come across during your training period or become known to you by virtue of your undergoing training in Wipro or otherwise.
- d. In connection with your internship and during the term of your internship, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

5. Posting

During your training period, you are liable to be transferred or assigned to training in any division / department / establishment or location at which Wipro or its associate companies have their offices or operation and whether at present existing or which may be set up in future at any time and at any place in India, without any increase in stipend. On such posting, you will be governed by the policies, rules and regulations as applicable in that Unit / Branch / Establishment.

6. Travel

You will be required to undertake travel as required by Wipro and you will be paid travel expenses as per Wipro rules.

7. Termination

Notwithstanding any of the clauses of this letter of engagement, Wipro reserves the right in its sole discretion of terminating this agreement during the training period without assigning any reason by giving one week's (7 days) notice or payment of one week's stipend, in lieu of notice.

8. Training Hours and Holidays

As an intern you will be called upon to undergo training during the hours and days as may be fixed by Wipro. Normally all Sundays will be weekly holidays together with all National and Festival Holidays observed by the establishment.

9. After completion / termination of internship

On completion / termination of internship, you will immediately surrender to Wipro all specifications, documents, literature, drawings, records etc. belonging to Wipro or relating to its Businesses and shall not take or retain any copies of the said items.

10. Date of commencement of training

In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement within one week, duly signed by you, in token of your acceptance of the offer and report for training on or before the date of commencement of training. While reporting for training, please bring 3 copies of your latest passport size photographs and two copies each of your certificates and testimonials along with the originals. The original certificates will be returned to you after verification.

Yours sincerely,
For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

Endorsement:

1. I accept the terms and conditions stipulated in the above letter of engagement.

2. I shall report for internship on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I SURAJ GUPTA, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

- a. validating my curriculum vitae and retaining records on the same for any future reference/verification;
- b. processing my application for internship including background verification checks;
- c. Internship related actions including record keeping, processing training stipend and any action required in the context of my training with Wipro.

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

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

ANNEXURE II

CONFIDENTIALITY & NON-DISCLOSURE AGREEMENT

This non-disclosure agreement ("**Agreement**") is made on this the [] day of [] between

Wipro Limited, a public limited Company incorporated under the Indian Companies Act, 1913, and existing under the Indian Companies Act, 1956, having its registered office at Dodda Kannelli, Sarjapur Road, Bengaluru 560-035.

And

_____[Name of the Intern], S/o / D/o

Residing at _____

(Hereinafter referred to as "**Intern**" which expression shall mean and include his/her representatives in interest, assurers and guarantors).

WHEREAS:

The Intern has expressed his/her desire to be trained with Wipro for a period of _____ ("**Internship Period**");

Wipro has accepted the Intern's application subject to the Intern adhering to and complying with certain covenants governing his or her movement within Wipro premises, conduct, and other tasks whatsoever which they may be allotted from time;

During the term of the internship, the Intern may have access to certain information which may be proprietary and/or of confidential nature ("**Confidential Information**", as more particularly described below).

NOW THEREFORE in consideration of the Agreement herein by the parties hereto and such additional promises and understandings as are hereinafter set forth, the parties agree as follows:

- 1. For purposes of this Agreement, "**Confidential Information**" means, with respect to Wipro, any and all information in written, representational, electronic, verbal or other form that is disclosed to Intern by Wipro or which Intern becomes

aware of in the course of the internship, including without limitation, information relating directly or indirectly to the present or potential business, operation or financial condition, pricing, legal cases pertaining Wipro, marketing plans or strategy, volumes, services rendered, customers' and suppliers' names or lists, any customer information, financial or technical or service matters or data of or relating to Wipro and any information identified as being proprietary and/or confidential and any information which might reasonably be presumed to be proprietary or confidential in nature, excluding any such information which (i) is known to the public (through no act or omission of Intern in violation of this Agreement); (ii) was known to Intern prior to its disclosure under this Agreement; or (iii) is required to be disclosed by governmental or judicial order, in which case Intern shall give Wipro prompt written notice, and use reasonable efforts to ensure that such disclosure is accorded confidential treatment and also to enable Wipro to seek a protective order or other appropriate remedy.

2. Nothing contained hereunder shall be construed as creating, conveying, transferring, granting or conferring by Wipro on Intern any rights, license or authority in or to the Confidential Information.
3. Intern agrees and undertakes that he/she shall not disclose or make available to any person (including the Institute) reproduce or transmit in any manner, or use (directly or indirectly) for his/her own benefit or the benefit of others, any Confidential Information, including without limitation, the use of the Confidential Information in any thesis or report required to be submitted by Intern under any course. Intern undertakes that he/she will not, without prior written consent of Wipro, use any Confidential Information in any of her future projects or presentations for any person, including the institute, nor shall he/she use any of the Confidential Information in his/her resumes or any application for prospective employment.
4. Intern shall use and/or protect the Confidential Information received by him/her with utmost degree of care and diligence.
5. Intern agrees that upon (i) termination/expiry of Internship Period, or (ii) at any time during its currency, or (iii) on Intern ceasing to be an Intern of Wipro, Intern shall promptly deliver to Wipro the Confidential Information and copies thereof in his/her possession or under his/her direct or indirect control, and shall destroy all memoranda, notes and other writings prepared by him/her or his/her subordinates based on the Confidential Information.
6. Intern acknowledges that the Confidential Information coming to his/her knowledge may relate to and/or have implications regarding the future strategies, plans, business activities, methods, processes and or information of Wipro or its affiliated companies which could afford third parties certain competitive and strategic advantage. Intern shall ensure that the use of such Confidential Information by the Intern shall not jeopardize or adversely affect in any manner such future strategies, plans, business activities, methods, processes, information, and/or competitive and strategic advantage of Wipro.
7. Intern acknowledges the quantum of damages and/or losses that Wipro may suffer as a result of the breach of this Agreement by the Intern and therefore, agrees to indemnify and keep indemnified Wipro against all loss or damage, which Wipro may suffer as a result of any such breach.
8. Intern hereby acknowledges and agrees that in the event of a breach or threatened breach by Intern of the provisions of this Agreement, Wipro shall without prejudice to any of its rights under this Agreement or in law have the right to claim damages and shall also be entitled to injunctive relief against such breach or threatened breach by Intern.
9. No failure or delay by Wipro in exercising or enforcing any right, remedy or power hereunder shall operate as a waiver thereof, nor shall any single or partial exercise or enforcement of any right, remedy or power preclude any further exercise or enforcement thereof or the exercise of enforcement of any other right, remedy or power.
10. This Agreement will be governed exclusively by the laws of India and, jurisdiction shall be vested exclusively in the courts at Bengaluru. This Agreement shall not be amended, assigned or transferred by either party without obtaining the written consent of Wipro.
11. The obligations of confidentiality shall survive the expiry or termination of the internship. Nothing in this Agreement is intended to confer any rights/remedies under or by reason of this Agreement on any third party.
12. If any term or provision of this Agreement is determined to be illegal, unenforceable, or invalid in whole or in part for any reason, such illegal, unenforceable, or invalid provisions or part(s) thereof shall be stricken from this Agreement and such provision shall not affect the legality, enforceability, or validity of the remainder of this Agreement.

IN WITNESS WHEREOF the parties hereto have duly executed this Agreement as of the date and year written above.

Yours sincerely,

For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

Accept

Decline

Intern Name: SURAJ GUPTA

Signature SURAJ GUPTA 16/2/2022 11:43 AM

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

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

Sensitivity: Internal & Restricted

23071788

TRAINING CUM OFFER LETTER

HR/IND/IL/2021/12/00226

Date: 28-Dec-2021

Name of the Candidate : Vaibhav Shukla
Place of Joining : Manesar
Training Start Date : 15-Jun-2022

Dear Vaibhav Shukla,

With reference to your interview you had with us, we are pleased to offer you the position of **Engineer (SW)** in **VVDN Technologies Pvt. Ltd (hereinafter referred to as "VVDN" or "Company")** on the following terms and conditions:

1. Compensation Details:
 - a. During training you are eligible for a stipend of Rs. 10,000/- per month.
 - b. Upon successful completion of training, your compensation will be revised to Rs. 3,20,000/- Per annum during the Probation Period.
 - c. Upon confirmation of Services your compensation will be revised to Rs. 4,00,000/- Per annum.
2. During Training Period, you are expected to report in office daily on your work days as applicable for your business unit. This is **subject to any change or requirement** that may come into effect in the future. Such changes will supersede all the relevant clauses mentioned in this Trainee/ Offer letter.
3. You will be on a probation period for 3 months after your Training completion.
4. You will be required to execute Agreements and its Terms and Conditions of Training, and other necessary documents / undertakings as may be required by **VVDN** from time to time.
5. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your training in **VVDN** or its associates, or which you may come to know in the course of your Training, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in VVDN strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise
6. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your training shall be treated strictly confidential.
7. During your training with **VVDN**, you may be transferred to any of the Offices/ Departments/ Units of **VVDN** or of associate concerns whether existing or to be set up, basis any business requirement, anywhere in India or abroad, on the same terms and conditions, at the sole discretion of the management.

8. **Leave:** As a Trainee, you will be entitled to get one unplanned leave in a month on pro rata basis. Upon commencement of probation period, you will be eligible for the leaves as per the Leave Policy of VVDN applicable to any of the permanent employee
9. During your tenure with **VVDN**, you will be governed by the applicable Rules and regulations of **VVDN** currently in force or as introduced/awarded from time to time.
10. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your training with **VVDN** will stand terminated/ cancelled with immediate effect.
11. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than the assigned Training/ knowledge enhancement.
12. Your email acceptance of this letter is expected within 3 days from the date of releasing the Training cum offer letter. This letter shall become void after completion of 3 days, in-case no acceptance is received.
13. As per the business requirements to ensure knowledge/ skill enhancement, company can ask for short-term or long-term travel/ deployment to any of the work location in India or abroad.
14. The Training/ relieving documents will be given for such trainee/employee who will not be able to continue with VVDN, upon clearance of all the dues from all the respective departments.
15. As per the employment status, either party can terminate this association by intimating in advance, subject to the clearance as per the Clause no 16 and 17.
16. As per the employment status, in case, a trainee/employee doesn't want to continue with the training/employment and wants to leave during the training/employment period or after completion of training or wants to leave the job or absconds (in case, any of the above mentioned event happens before or after the confirmation of employment, irrespective of duration of training/employment) or performs below the expected standards, due to which the confirmation of the services doesn't happen, trainee/employee is liable to pay the expenses incurred towards the knowledge enhancements as recovery, the sum of Rs. 3,00,000/- towards training cost, irrespective of the training duration. Such knowledge enhancements can be done via any mode of engagement (including but not limited to) like in person training, web-based training, mentoring based learnings, virtual connect, Tool training, certifications, and any other way which ensures the skill enhancement.
17. In addition to clause 14, the trainee is required to sign a service agreement, which will be applied implicitly and will have additional obligations, if the trainee/ employee wants to proceed with separation.

Please Sign the duplicate copy of this letter and return the same as token of your acceptance [Acceptance is through email or signatures] of the terms and conditions detailed in the letter.

On the day of your joining, **please bring original and photocopies** of the following for verification:

- **Pan Card**
- **Aadhar Card**
- **2 Color photograph, passport size**
- **10th certificate**
- **12th certificate**
- **All semester mark-sheets and Degree certificate**
- **NOC Letter from college for Training**
- **Passport** (Passport is mandatory at the time of joining. In case you do not possess a valid passport, we want you to apply for it in advance and submit a copy of the application to HR department within one month of your joining)

Disclaimer: The personal information and documents, voluntarily shared by you with the HR/ representatives of VVDN, will be kept confidential and intended solely for the applicable verification and internal purpose(s). It will not be shared with any third party, unless required by the company policy and applicable law.

Wishing you a rewarding career with **VVDN** and welcoming you to our Pursuit of Excellence.

Yours sincerely,

For **VVDN Technologies Pvt Ltd.:**



Authorized Signatory

Acknowledgement

I have read all the clauses mentioned above and hereby declare and accept your training cum offer letter.

Name and Signature

Date: _____

TRAINING CUM OFFER LETTER

HR/IND/IL/2021/12/00234

28-Dec-2021

Name of the Candidate : Vikas Solanki
Place of Joining : Manesar
Training Start Date : 01-Feb-2022

Dear Vikas Solanki,

With reference to your interview you had with us, we are pleased to offer you the position of **Trainee** in **VVDN Technologies Pvt. Ltd (hereinafter referred to as "VVDN" or "Company")** on the following terms and conditions:

1. Upon successful completion of your training and submission of all necessary document pertaining to the Degree / Graduation completion, your services will be confirmed with the Company and your compensation will be Rs. 3,20,000/- Per annum.
2. During Training Period, you are expected to report in office for Five days a week. This is **subject to any change or requirement** that may come into effect in the future. Such changes will supersede all the relevant clauses mentioned in this Trainee/ Offer letter.
3. You will be required to execute Agreements and its Terms and Conditions of Training, and other necessary documents / undertakings as may be required by **VVDN** from time to time.
4. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your training in **VVDN** or its associates, or which you may come to know in the course of your Training, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in **VVDN** strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise.
5. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your training shall be treated strictly confidential.
6. During your training with **VVDN**, you may be transferred to any of the Offices/ Departments/ Units of **VVDN** or of associate concerns whether existing or to be set up, basis any business requirement, anywhere in India or abroad, on the same terms and conditions, at the sole discretion of the management.
7. **Leave:** As a Trainee, you will be entitled to get one unplanned leave in a month on pro rata basis.
8. During your tenure with **VVDN**, you will be governed by the applicable Rules and regulations of **VVDN** currently in force or as introduced/awarded from time to time.

9. During this Training Period, if the performance and conduct of the trainee is not satisfactory, appropriate action will be taken by Company. This may also impact the confirmation of employment.
10. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your training with **VVDN** will stand terminated/ cancelled with immediate effect.
11. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than the assigned Training/ knowledge enhancement.
12. Your email acceptance of this letter is expected within 3 days from the date of releasing the Training cum offer letter. This letter shall become void after completion of 3 days, in-case no acceptance is received.
13. As per the business requirements to ensure knowledge/ skill enhancement, company can ask for short-term or long-term travel/ deployment to any of the work location in India or abroad.
14. As per the employment status, either party can terminate this association by intimating in advance, subject to the clearance as per the Clause no 16 and 17.
15. As per the employment status, in case, a trainee/employee doesn't want to continue with the training/employment and wants to leave during the training/employment period or after completion of training or wants to leave the job or absconds (in case, any of the above mentioned event happens before or after the confirmation of employment, irrespective of duration of training/employment) or performs below the expected standards, due to which the confirmation of the services doesn't happen, trainee/employee is liable to pay the expenses incurred towards the knowledge enhancements as recovery, the sum of Rs. 3,00,000/- towards training cost, irrespective of the training duration. Such knowledge enhancements can be done via any mode of engagement (including but not limited to) like in person training, web-based training, mentoring based learnings, virtual connect, Tool training, certifications, and any other way which ensures the skill enhancement.
16. In addition to clause 16, the trainee is required to sign a service agreement, which will be applied implicitly and will have additional obligations, if the trainee/ employee wants to proceed with separation.

Please Sign the duplicate copy of this letter and return the same as token of your acceptance [Acceptance is through email or signatures] of the terms and conditions detailed in the letter.

On the day of your joining, **please bring original and photocopies** of the following for verification:

- **Pan Card**
- **Aadhar Card**
- **2 Color photograph, passport size**
- **10th certificate**
- **12th certificate**
- **All semester mark-sheets and Degree certificate**

- **NOC Letter from college for Training**
- **Passport**(Passport is mandatory at the time of joining. In case you do not possess a valid passport, we want you to apply for it in advance and submit a copy of the application to HR department within one month of your joining)

Disclaimer: The personal information and documents, voluntarily shared by you with the HR/ representatives of VVDN, will be kept confidential and intended solely for the applicable verification and internal purpose(s). It will not be shared with any third party, unless required by the company policy and applicable law.

Wishing you a rewarding career with **VVDN** and welcoming you to our Pursuit of Excellence.

Yours sincerely,

For **VVDN Technologies Pvt Ltd.:**



Authorized Signatory

Acknowledgement

I have read all the clauses mentioned above and hereby declare and accept your training cum offer letter.

Name and Signature

Date: _____



Letter of Intent (LOI)

Superset ID: 1609254

January 07, 2022

Dear Apoorva Ojha,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 2 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 2 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources

TRAINING CUM OFFER LETTER

HR/IND/IL/2021/12/00058

Date: 28-Dec-2021

Name of the Candidate : Nikita Pandey
Place of Joining : Manesar
Training Start Date : 15-Jun-2022

Dear Nikita Pandey,

With reference to your interview you had with us, we are pleased to offer you the position of **Engineer (SW)** in **VVDN Technologies Pvt. Ltd (hereinafter referred to as "VVDN" or "Company")** on the following terms and conditions:

1. Compensation Details:
 - a. During training you are eligible for a stipend of Rs. 10,000/- per month.
 - b. Upon successful completion of training, your compensation will be revised to Rs. 3,20,000/- Per annum during the Probation Period.
 - c. Upon confirmation of Services your compensation will be revised to Rs. 4,00,000/- Per annum.
2. During Training Period, you are expected to report in office daily on your work days as applicable for your business unit. This is **subject to any change or requirement** that may come into effect in the future. Such changes will supersede all the relevant clauses mentioned in this Trainee/ Offer letter.
3. You will be on a probation period for 3 months after your Training completion.
4. You will be required to execute Agreements and its Terms and Conditions of Training, and other necessary documents / undertakings as may be required by **VVDN** from time to time.
5. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your training in **VVDN** or its associates, or which you may come to know in the course of your Training, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in VVDN strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise
6. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your training shall be treated strictly confidential.
7. During your training with **VVDN**, you may be transferred to any of the Offices/ Departments/ Units of **VVDN** or of associate concerns whether existing or to be set up, basis any business requirement, anywhere in India or abroad, on the same terms and conditions, at the sole discretion of the management.

8. **Leave:** As a Trainee, you will be entitled to get one unplanned leave in a month on pro rata basis. Upon commencement of probation period, you will be eligible for the leaves as per the Leave Policy of VVDN applicable to any of the permanent employee
9. During your tenure with **VVDN**, you will be governed by the applicable Rules and regulations of **VVDN** currently in force or as introduced/awarded from time to time.
10. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your training with **VVDN** will stand terminated/ cancelled with immediate effect.
11. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than the assigned Training/ knowledge enhancement.
12. Your email acceptance of this letter is expected within 3 days from the date of releasing the Training cum offer letter. This letter shall become void after completion of 3 days, in-case no acceptance is received.
13. As per the business requirements to ensure knowledge/ skill enhancement, company can ask for short-term or long-term travel/ deployment to any of the work location in India or abroad.
14. The Training/ relieving documents will be given for such trainee/employee who will not be able to continue with VVDN, upon clearance of all the dues from all the respective departments.
15. As per the employment status, either party can terminate this association by intimating in advance, subject to the clearance as per the Clause no 16 and 17.
16. As per the employment status, in case, a trainee/employee doesn't want to continue with the training/employment and wants to leave during the training/employment period or after completion of training or wants to leave the job or absconds (in case, any of the above mentioned event happens before or after the confirmation of employment, irrespective of duration of training/employment) or performs below the expected standards, due to which the confirmation of the services doesn't happen, trainee/employee is liable to pay the expenses incurred towards the knowledge enhancements as recovery, the sum of Rs. 3,00,000/- towards training cost, irrespective of the training duration. Such knowledge enhancements can be done via any mode of engagement (including but not limited to) like in person training, web-based training, mentoring based learnings, virtual connect, Tool training, certifications, and any other way which ensures the skill enhancement.
17. In addition to clause 14, the trainee is required to sign a service agreement, which will be applied implicitly and will have additional obligations, if the trainee/ employee wants to proceed with separation.

Please Sign the duplicate copy of this letter and return the same as token of your acceptance [Acceptance is through email or signatures] of the terms and conditions detailed in the letter.

On the day of your joining, **please bring original and photocopies** of the following for verification:

- **Pan Card**
- **Aadhar Card**
- **2 Color photograph, passport size**
- **10th certificate**
- **12th certificate**
- **All semester mark-sheets and Degree certificate**
- **NOC Letter from college for Training**
- **Passport** (Passport is mandatory at the time of joining. In case you do not possess a valid passport, we want you to apply for it in advance and submit a copy of the application to HR department within one month of your joining)

Disclaimer: The personal information and documents, voluntarily shared by you with the HR/ representatives of VVDN, will be kept confidential and intended solely for the applicable verification and internal purpose(s). It will not be shared with any third party, unless required by the company policy and applicable law.

Wishing you a rewarding career with **VVDN** and welcoming you to our Pursuit of Excellence.

Yours sincerely,

For **VVDN Technologies Pvt Ltd.:**



Authorized Signatory

Acknowledgement

I have read all the clauses mentioned above and hereby declare and accept your training cum offer letter.

Name and Signature

Date: _____

TRAINING CUM OFFER LETTER

HR/IND/IL/2021/12/00059

Date: 28-Dec-2021

Name of the Candidate : Ravindra singh
Place of Joining : Manesar
Training Start Date : 15-Jun-2022

Dear Ravindra singh,

With reference to your interview you had with us, we are pleased to offer you the position of **Engineer (SW)** in **VVDN Technologies Pvt. Ltd (hereinafter referred to as "VVDN" or "Company")** on the following terms and conditions:

1. Compensation Details:
 - a. During training you are eligible for a stipend of Rs. 10,000/- per month.
 - b. Upon successful completion of training, your compensation will be revised to Rs. 3,20,000/- Per annum during the Probation Period.
 - c. Upon confirmation of Services your compensation will be revised to Rs. 4,00,000/- Per annum.
2. During Training Period, you are expected to report in office daily on your work days as applicable for your business unit. This is **subject to any change or requirement** that may come into effect in the future. Such changes will supersede all the relevant clauses mentioned in this Trainee/ Offer letter.
3. You will be on a probation period for 3 months after your Training completion.
4. You will be required to execute Agreements and its Terms and Conditions of Training, and other necessary documents / undertakings as may be required by **VVDN** from time to time.
5. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your training in **VVDN** or its associates, or which you may come to know in the course of your Training, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in VVDN strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise
6. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your training shall be treated strictly confidential.
7. During your training with **VVDN**, you may be transferred to any of the Offices/ Departments/ Units of **VVDN** or of associate concerns whether existing or to be set up, basis any business requirement, anywhere in India or abroad, on the same terms and conditions, at the sole discretion of the management.

8. **Leave:** As a Trainee, you will be entitled to get one unplanned leave in a month on pro rata basis. Upon commencement of probation period, you will be eligible for the leaves as per the Leave Policy of VVDN applicable to any of the permanent employee
9. During your tenure with **VVDN**, you will be governed by the applicable Rules and regulations of **VVDN** currently in force or as introduced/awarded from time to time.
10. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your training with **VVDN** will stand terminated/ cancelled with immediate effect.
11. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than the assigned Training/ knowledge enhancement.
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17. In addition to clause 14, the trainee is required to sign a service agreement, which will be applied implicitly and will have additional obligations, if the trainee/ employee wants to proceed with separation.

Please Sign the duplicate copy of this letter and return the same as token of your acceptance [Acceptance is through email or signatures] of the terms and conditions detailed in the letter.

On the day of your joining, **please bring original and photocopies** of the following for verification:

- **Pan Card**
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- **12th certificate**
- **All semester mark-sheets and Degree certificate**
- **NOC Letter from college for Training**
- **Passport** (Passport is mandatory at the time of joining. In case you do not possess a valid passport, we want you to apply for it in advance and submit a copy of the application to HR department within one month of your joining)

Disclaimer: The personal information and documents, voluntarily shared by you with the HR/ representatives of VVDN, will be kept confidential and intended solely for the applicable verification and internal purpose(s). It will not be shared with any third party, unless required by the company policy and applicable law.

Wishing you a rewarding career with **VVDN** and welcoming you to our Pursuit of Excellence.

Yours sincerely,

For **VVDN Technologies Pvt Ltd.:**



Authorized Signatory

Acknowledgement

I have read all the clauses mentioned above and hereby declare and accept your training cum offer letter.

Name and Signature

Date: _____



Offer: Computer Consultancy
Ref: TCSL/DT20218219761/Delhi
Date: 24/11/2021

Mr. Rishav Kumar
Teen AnaTola,
Keshawe,
Begusarai-851134,
Bihar.
Tel# 91-9431831204

Dear Rishav Kumar,

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 assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20218219761

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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



3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

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

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

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Rishav Kumar
Designation	Assistant System Engineer-Trainee
Institute Name	I.T.S Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

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



Annexure 2

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



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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



(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 this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

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

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

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

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



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

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

TRAINING CUM OFFER LETTER

HR/IND/IL/2021/12/00154

Date: 28-Dec-2021

Name of the Candidate : Arjun kumar
Place of Joining : Manesar
Training Start Date : 15-Jun-2022

Dear Arjun kumar,

With reference to your interview you had with us, we are pleased to offer you the position of **Engineer (SW)** in **VVDN Technologies Pvt. Ltd (hereinafter referred to as "VVDN" or "Company")** on the following terms and conditions:

1. Compensation Details:
 - a. During training you are eligible for a stipend of Rs. 10,000/- per month.
 - b. Upon successful completion of training, your compensation will be revised to Rs. 3,20,000/- Per annum during the Probation Period.
 - c. Upon confirmation of Services your compensation will be revised to Rs. 4,00,000/- Per annum.
2. During Training Period, you are expected to report in office daily on your work days as applicable for your business unit. This is **subject to any change or requirement** that may come into effect in the future. Such changes will supersede all the relevant clauses mentioned in this Trainee/ Offer letter.
3. You will be on a probation period for 3 months after your Training completion.
4. You will be required to execute Agreements and its Terms and Conditions of Training, and other necessary documents / undertakings as may be required by **VVDN** from time to time.
5. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your training in **VVDN** or its associates, or which you may come to know in the course of your Training, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in VVDN strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise
6. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your training shall be treated strictly confidential.
7. During your training with **VVDN**, you may be transferred to any of the Offices/ Departments/ Units of **VVDN** or of associate concerns whether existing or to be set up, basis any business requirement, anywhere in India or abroad, on the same terms and conditions, at the sole discretion of the management.

8. **Leave:** As a Trainee, you will be entitled to get one unplanned leave in a month on pro rata basis. Upon commencement of probation period, you will be eligible for the leaves as per the Leave Policy of VVDN applicable to any of the permanent employee
9. During your tenure with **VVDN**, you will be governed by the applicable Rules and regulations of **VVDN** currently in force or as introduced/awarded from time to time.
10. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your training with **VVDN** will stand terminated/ cancelled with immediate effect.
11. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than the assigned Training/ knowledge enhancement.
12. Your email acceptance of this letter is expected within 3 days from the date of releasing the Training cum offer letter. This letter shall become void after completion of 3 days, in-case no acceptance is received.
13. As per the business requirements to ensure knowledge/ skill enhancement, company can ask for short-term or long-term travel/ deployment to any of the work location in India or abroad.
14. The Training/ relieving documents will be given for such trainee/employee who will not be able to continue with VVDN, upon clearance of all the dues from all the respective departments.
15. As per the employment status, either party can terminate this association by intimating in advance, subject to the clearance as per the Clause no 16 and 17.
16. As per the employment status, in case, a trainee/employee doesn't want to continue with the training/employment and wants to leave during the training/employment period or after completion of training or wants to leave the job or absconds (in case, any of the above mentioned event happens before or after the confirmation of employment, irrespective of duration of training/employment) or performs below the expected standards, due to which the confirmation of the services doesn't happen, trainee/employee is liable to pay the expenses incurred towards the knowledge enhancements as recovery, the sum of Rs. 3,00,000/- towards training cost, irrespective of the training duration. Such knowledge enhancements can be done via any mode of engagement (including but not limited to) like in person training, web-based training, mentoring based learnings, virtual connect, Tool training, certifications, and any other way which ensures the skill enhancement.
17. In addition to clause 14, the trainee is required to sign a service agreement, which will be applied implicitly and will have additional obligations, if the trainee/ employee wants to proceed with separation.

Please Sign the duplicate copy of this letter and return the same as token of your acceptance [Acceptance is through email or signatures] of the terms and conditions detailed in the letter.

On the day of your joining, **please bring original and photocopies** of the following for verification:

- **Pan Card**
- **Aadhar Card**
- **2 Color photograph, passport size**
- **10th certificate**
- **12th certificate**
- **All semester mark-sheets and Degree certificate**
- **NOC Letter from college for Training**
- **Passport** (Passport is mandatory at the time of joining. In case you do not possess a valid passport, we want you to apply for it in advance and submit a copy of the application to HR department within one month of your joining)

Disclaimer: The personal information and documents, voluntarily shared by you with the HR/ representatives of VVDN, will be kept confidential and intended solely for the applicable verification and internal purpose(s). It will not be shared with any third party, unless required by the company policy and applicable law.

Wishing you a rewarding career with **VVDN** and welcoming you to our Pursuit of Excellence.

Yours sincerely,

For **VVDN Technologies Pvt Ltd.:**



Authorized Signatory

Acknowledgement

I have read all the clauses mentioned above and hereby declare and accept your training cum offer letter.

Name and Signature

Date: _____

TRAINING CUM OFFER LETTER

HR/IND/IL/2021/12/00155

Date: 28-Dec-2021

Name of the Candidate : Dhananjay Kushwaha
Place of Joining : Manesar
Training Start Date : 15-Jun-2022

Dear Dhananjay Kushwaha,

With reference to your interview you had with us, we are pleased to offer you the position of **Engineer (SW)** in **VVDN Technologies Pvt. Ltd (hereinafter referred to as "VVDN" or "Company")** on the following terms and conditions:

1. Compensation Details:
 - a. During training you are eligible for a stipend of Rs. 10,000/- per month.
 - b. Upon successful completion of training, your compensation will be revised to Rs. 3,20,000/- Per annum during the Probation Period.
 - c. Upon confirmation of Services your compensation will be revised to Rs. 4,00,000/- Per annum.
2. During Training Period, you are expected to report in office daily on your work days as applicable for your business unit. This is **subject to any change or requirement** that may come into effect in the future. Such changes will supersede all the relevant clauses mentioned in this Trainee/ Offer letter.
3. You will be on a probation period for 3 months after your Training completion.
4. You will be required to execute Agreements and its Terms and Conditions of Training, and other necessary documents / undertakings as may be required by **VVDN** from time to time.
5. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your training in **VVDN** or its associates, or which you may come to know in the course of your Training, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in VVDN strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise
6. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your training shall be treated strictly confidential.
7. During your training with **VVDN**, you may be transferred to any of the Offices/ Departments/ Units of **VVDN** or of associate concerns whether existing or to be set up, basis any business requirement, anywhere in India or abroad, on the same terms and conditions, at the sole discretion of the management.

8. **Leave:** As a Trainee, you will be entitled to get one unplanned leave in a month on pro rata basis. Upon commencement of probation period, you will be eligible for the leaves as per the Leave Policy of VVDN applicable to any of the permanent employee
9. During your tenure with **VVDN**, you will be governed by the applicable Rules and regulations of **VVDN** currently in force or as introduced/awarded from time to time.
10. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your training with **VVDN** will stand terminated/ cancelled with immediate effect.
11. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than the assigned Training/ knowledge enhancement.
12. Your email acceptance of this letter is expected within 3 days from the date of releasing the Training cum offer letter. This letter shall become void after completion of 3 days, in-case no acceptance is received.
13. As per the business requirements to ensure knowledge/ skill enhancement, company can ask for short-term or long-term travel/ deployment to any of the work location in India or abroad.
14. The Training/ relieving documents will be given for such trainee/employee who will not be able to continue with VVDN, upon clearance of all the dues from all the respective departments.
15. As per the employment status, either party can terminate this association by intimating in advance, subject to the clearance as per the Clause no 16 and 17.
16. As per the employment status, in case, a trainee/employee doesn't want to continue with the training/employment and wants to leave during the training/employment period or after completion of training or wants to leave the job or absconds (in case, any of the above mentioned event happens before or after the confirmation of employment, irrespective of duration of training/employment) or performs below the expected standards, due to which the confirmation of the services doesn't happen, trainee/employee is liable to pay the expenses incurred towards the knowledge enhancements as recovery, the sum of Rs. 3,00,000/- towards training cost, irrespective of the training duration. Such knowledge enhancements can be done via any mode of engagement (including but not limited to) like in person training, web-based training, mentoring based learnings, virtual connect, Tool training, certifications, and any other way which ensures the skill enhancement.
17. In addition to clause 14, the trainee is required to sign a service agreement, which will be applied implicitly and will have additional obligations, if the trainee/ employee wants to proceed with separation.

Please Sign the duplicate copy of this letter and return the same as token of your acceptance [Acceptance is through email or signatures] of the terms and conditions detailed in the letter.

On the day of your joining, **please bring original and photocopies** of the following for verification:

- **Pan Card**
- **Aadhar Card**
- **2 Color photograph, passport size**
- **10th certificate**
- **12th certificate**
- **All semester mark-sheets and Degree certificate**
- **NOC Letter from college for Training**
- **Passport** (Passport is mandatory at the time of joining. In case you do not possess a valid passport, we want you to apply for it in advance and submit a copy of the application to HR department within one month of your joining)

Disclaimer: The personal information and documents, voluntarily shared by you with the HR/ representatives of VVDN, will be kept confidential and intended solely for the applicable verification and internal purpose(s). It will not be shared with any third party, unless required by the company policy and applicable law.

Wishing you a rewarding career with **VVDN** and welcoming you to our Pursuit of Excellence.

Yours sincerely,

For **VVDN Technologies Pvt Ltd.:**



Authorized Signatory

Acknowledgement

I have read all the clauses mentioned above and hereby declare and accept your training cum offer letter.

Name and Signature

Date: _____



Private & Confidential

Date: November 17th, 2021

To,
Tanishka Agrawal,
Delhi

LETTER OF OFFER FOR EMPLOYMENT – ‘**Software Developer Intern**’

Dear Tanishka Agrawal,

Based on our recent discussions, we are delighted to offer you the position of ‘**Software Developer Intern**’ with our Organization. Once you join our Organization, you will become part of the fast-paced and dedicated team, which works together, to provide our clients with the highest level of service and advice.

As a member of our team and the organization, we would ask for your commitment to deliver outstanding quality results that exceeds our client’s expectations. In addition, as a representative of our Organization, we expect your personal accountability in all the actions, advice and results. In return, we are committed to providing you with every opportunity to learn, to grow and stretch to the highest level of your ability & potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: ‘**Software Developer Intern**’

Start date: Jan 3rd, 2022

Your internship is scheduled to start effective from 3rd **January 2022** for a period of 6 months and you are entitled for the stipend of **Rs- 10000 per month**, after the successful completion of your internship and based on your performance management will decide to keep you for the permanent role.

Start date: July 3rd, 2022

CTC- 4 LPA

Out of the above stated annual earnings, your Fixed salary will be 3 LPA, and variable of maximum of Rs 1 LPA is payable quarterly. The actual payable amount will be subject to your performance solely judged by your manager and company management. Variable is subject to change at any point of time as per company policy. First month variable is not payable.

When you sign this offer letter document, it is assumed that you commit to stay with the Company for a minimum period of 3 years, unless your services are terminated by company on account of non-performance.

In case you wish to disassociate yourself from the Company before completing this committed three years period, you may do so, after completing your agreed term of the notice period and paying a compensation of INR 5 Lacs to the company on account of irreparable damages towards the cost of trainings, direct and indirect investments done by the company on your behalf and to prepare you for the delivery of the professional services.

Any violation of the provision of this clause may result in organization taking a suitable legal recourse, under various statutes that are prevailing under the law.

Notice Period on resignation: In event of your resigning from the services of company at any time during or after the probation period, you will be required to give a notice period of minimum of twelve weeks to the company. During this



notice period you are required to work diligently and carryout the activities as assigned to you and also complete a proper process of handing of the work, material, confidential documents & information to the person so assigned by the management of the organization.

Probation Period: You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the management. During the period of probation, the appointment is terminable by the company without any notice or assigning any reason. The completion of initial probation period will be by way of a letter of confirmation issued to you after successful completion of your period of probation. Till such time that you are intimated in writing regarding your confirmation, you shall continue to be on Probation.

S. No.	Component	Monthly Amount (Rs)	Annual Amount (Rs)
1	Basic	12500	150000
2	HRA	5000	60000
3	Special Allowance	5450	65400
4	Variable		100000
5	PF	1800	21600
6	ESI	250	3000
	Total	25000	400000

Your salary will be subject to all applicable taxes and other deductions as per Indian Tax Statutes.

You are requested to bring documents listed below at the time of joining.

Documents (Original and Photocopy both)

- Signed copy of offer letter
- Your education credentials – 10th, 12th, Graduation or PG.
- Relieving/Experience/Appointment letter and last 3 salary slips and 3 months bank transaction from past organization (for experienced candidates only)
- Receipted copy/Email resignation from current organization with acceptance (for experienced candidates only)
- Address proof- current and permanent
- (AC/DL/PP/VC) and ID Proof (PAN Card)
- 3 Latest passport size photos with name and DOB on back side

With the signature below, I accept this offer for employment.

Name -----

Place -----

Date -----



Letter of Intent

Date: 24th December , 2021

Ajay Kumar
ITS Engineering College, Gr. Noida, U.P

Dear Ajay,

We welcome you to Coforge Ltd (erstwhile known as NIIT Technologies Limited) and we are confident that you will build a long and mutually rewarding career with us. We believe that it is professionals like you who can, along with all of us, build a world-class organization. The guiding principle behind our endeavor to succeed originates from our Vision “**ENGAGE WITH THE EMERGING**” and our Mission “**TRANSFORM AT THE INTERSECT**”.

We are pleased to inform you that you have been provisionally shortlisted for employment as “**GRADUATE ENGINEER TRAINEE**” at a **CTC of INR 3.65 Lac per annum**. Your tentative date of joining will be **July’22** after completion of your final examinations.

You are required to sign a service agreement for a period of 2 years that will be effective from your date of joining. In event of you exiting the organization before completion of the service agreement duration, you will be required to pay an amount of INR 1.5 L to the organization.

You will receive a formal letter of appointment with all the terms and conditions closer to your onboarding date with us. This is subject to submission of all documents & meeting the eligibility criteria as required by the organization.

As a token of your acceptance, please confirm that you have read and understood this Letter of Intent. Please send in your confirmation to campus@coforge.com confirming your interest in joining Coforge Limited.

With best wishes,

For Coforge Limited

Kannika Sagar

ANNEXURE A - Compensation & Benefits Details

Name : XXX

Designation : GRADUATE ENGINEER TRAINEE

A. Monthly Salary (₹)	Basic	11,200
	HRA	5,600
	Conveyance + LTA	6,944
	Flexi Basket	2,493
	Gross Monthly	26,237
B. Annual Benefit (₹)	PF (as per act)	21,600
	Mediclaim without Parents	6,262
	Life Insurance Premium	4,046
	Annual Benefits Total	31,908
C. Variable Compensation (₹) (on achievement of 100% goals)		18,250
D. Annual Cost To Company (₹)		3,65,002

1. The Conveyance Allowance + LTA consists of vehicle expenses reimbursement (VER) & LTA. If self-owned car is used, expenses towards petrol and maintenance up to ₹ 1800/- p.m. (₹ 2400/- p.m. if CC is more than 1.6 litres), is exempt from tax as per current rules. Transportation facility provided by company for travel from home to office and back is adjusted against the conveyance allowance, if applicable. LTA is governed by the Income Tax rules. The balance, if any from Conveyance Allowance + LTA will be paid on a monthly basis after deductions.
2. The Flexi basket consists of mobile phone usage. The Flexi basket is a taxable allowance and will be paid on a monthly basis after deductions, if any. Reimbursement towards mobile phone usage charges up to ₹ 3000/- p.m. is exempt from tax as per current rules.
3. Variable Compensation shall be based on your Variable Compensation plan, and Variable Compensation Policy.
4. Mediclaim Premium shown above is towards hospitalization coverage for self and dependent nominees as per scheme. This is the standard coverage (for self + 3 dependent nominees, without parents) for your benefit plan, however you will have the option to upgrade (increase coverage amount, or include additional members and/or parents) the plan on your day of joining. In case of any change, the difference in premium will be adjusted from the Flexi basket component of your gross monthly salary. You will also have the option to opt out of company's Mediclaim scheme, by providing proof of documents of being covered through an alternate policy.
5. Life Insurance premium is towards the Life Cover for self as per benefit plan and policy.

Authorized Signatory

Candidate Acceptance / Sign Date



Letter of Intent

Date: 24th December , 2021

Aqib Javed
ITS Engineering College, Gr. Noida, U.P

Dear Aqib,

We welcome you to Coforge Ltd (erstwhile known as NIIT Technologies Limited) and we are confident that you will build a long and mutually rewarding career with us. We believe that it is professionals like you who can, along with all of us, build a world-class organization. The guiding principle behind our endeavor to succeed originates from our Vision “**ENGAGE WITH THE EMERGING**” and our Mission “**TRANSFORM AT THE INTERSECT**”.

We are pleased to inform you that you have been provisionally shortlisted for employment as “**GRADUATE ENGINEER TRAINEE**” at a **CTC of INR 3.65 Lac per annum**. Your tentative date of joining will be **July’22** after completion of your final examinations.

You are required to sign a service agreement for a period of 2 years that will be effective from your date of joining. In event of you exiting the organization before completion of the service agreement duration, you will be required to pay an amount of INR 1.5 L to the organization.

You will receive a formal letter of appointment with all the terms and conditions closer to your onboarding date with us. This is subject to submission of all documents & meeting the eligibility criteria as required by the organization.

As a token of your acceptance, please confirm that you have read and understood this Letter of Intent. Please send in your confirmation to campus@coforge.com confirming your interest in joining Coforge Limited.

With best wishes,

For Coforge Limited

A handwritten signature in black ink that reads "Kannika Sagar". The signature is written in a cursive style.

Kannika Sagar

ANNEXURE A - Compensation & Benefits Details

Name : XXX

Designation : GRADUATE ENGINEER TRAINEE

A. Monthly Salary (₹)	Basic	11,200
	HRA	5,600
	Conveyance + LTA	6,944
	Flexi Basket	2,493
	Gross Monthly	26,237
B. Annual Benefit (₹)	PF (as per act)	21,600
	Medicclaim without Parents	6,262
	Life Insurance Premium	4,046
	Annual Benefits Total	31,908
C. Variable Compensation (₹) (on achievement of 100% goals)		18,250
D. Annual Cost To Company (₹)		3,65,002

1. The Conveyance Allowance + LTA consists of vehicle expenses reimbursement (VER) & LTA. If self-owned car is used, expenses towards petrol and maintenance up to ₹ 1800/- p.m. (₹ 2400/- p.m. if CC is more than 1.6 litres), is exempt from tax as per current rules. Transportation facility provided by company for travel from home to office and back is adjusted against the conveyance allowance, if applicable. LTA is governed by the Income Tax rules. The balance, if any from Conveyance Allowance + LTA will be paid on a monthly basis after deductions.
2. The Flexi basket consists of mobile phone usage. The Flexi basket is a taxable allowance and will be paid on a monthly basis after deductions, if any. Reimbursement towards mobile phone usage charges up to ₹ 3000/- p.m. is exempt from tax as per current rules.
3. Variable Compensation shall be based on your Variable Compensation plan, and Variable Compensation Policy.
4. Mediclaim Premium shown above is towards hospitalization coverage for self and dependent nominees as per scheme. This is the standard coverage (for self + 3 dependent nominees, without parents) for your benefit plan, however you will have the option to upgrade (increase coverage amount, or include additional members and/or parents) the plan on your day of joining. In case of any change, the difference in premium will be adjusted from the Flexi basket component of your gross monthly salary. You will also have the option to opt out of company's Mediclaim scheme, by providing proof of documents of being covered through an alternate policy.
5. Life Insurance premium is towards the Life Cover for self as per benefit plan and policy.

Authorized Signatory

Candidate Acceptance / Sign Date



Letter of Intent

Date: 24th December , 2021

Avinash Singh
ITS Engineering College, Gr. Noida, U.P

Dear Avinash,

We welcome you to Coforge Ltd (erstwhile known as NIIT Technologies Limited) and we are confident that you will build a long and mutually rewarding career with us. We believe that it is professionals like you who can, along with all of us, build a world-class organization. The guiding principle behind our endeavor to succeed originates from our Vision “**ENGAGE WITH THE EMERGING**” and our Mission “**TRANSFORM AT THE INTERSECT**”.

We are pleased to inform you that you have been provisionally shortlisted for employment as “**GRADUATE ENGINEER TRAINEE**” at a **CTC of INR 3.65 Lac per annum**. Your tentative date of joining will be **July’22** after completion of your final examinations.

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As a token of your acceptance, please confirm that you have read and understood this Letter of Intent. Please send in your confirmation to campus@coforge.com confirming your interest in joining Coforge Limited.

With best wishes,

For Coforge Limited

A handwritten signature in black ink that reads "Kannika Sagar". The signature is written in a cursive style.

Kannika Sagar

ANNEXURE A - Compensation & Benefits Details

Name : XXX

Designation : GRADUATE ENGINEER TRAINEE

A. Monthly Salary (₹)	Basic	11,200
	HRA	5,600
	Conveyance + LTA	6,944
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5. Life Insurance premium is towards the Life Cover for self as per benefit plan and policy.

Authorized Signatory

Candidate Acceptance / Sign Date



Letter of Intent

Date: 24th December , 2021

Jeevesh Mudgal
ITS Engineering College, Gr. Noida, U.P

Dear Jeevesh,

We welcome you to Coforge Ltd (erstwhile known as NIIT Technologies Limited) and we are confident that you will build a long and mutually rewarding career with us. We believe that it is professionals like you who can, along with all of us, build a world-class organization. The guiding principle behind our endeavor to succeed originates from our Vision “**ENGAGE WITH THE EMERGING**” and our Mission “**TRANSFORM AT THE INTERSECT**”.

We are pleased to inform you that you have been provisionally shortlisted for employment as “**GRADUATE ENGINEER TRAINEE**” at a **CTC of INR 3.65 Lac per annum**. Your tentative date of joining will be **July’22** after completion of your final examinations.

You are required to sign a service agreement for a period of 2 years that will be effective from your date of joining. In event of you exiting the organization before completion of the service agreement duration, you will be required to pay an amount of INR 1.5 L to the organization.

You will receive a formal letter of appointment with all the terms and conditions closer to your onboarding date with us. This is subject to submission of all documents & meeting the eligibility criteria as required by the organization.

As a token of your acceptance, please confirm that you have read and understood this Letter of Intent. Please send in your confirmation to campus@coforge.com confirming your interest in joining Coforge Limited.

With best wishes,

For Coforge Limited

A handwritten signature in black ink that reads "Kannika Sagar". The signature is written in a cursive style.

Kannika Sagar

ANNEXURE A - Compensation & Benefits Details

Name : XXX

Designation : GRADUATE ENGINEER TRAINEE

A. Monthly Salary (₹)	Basic	11,200
	HRA	5,600
	Conveyance + LTA	6,944
	Flexi Basket	2,493
	Gross Monthly	26,237
B. Annual Benefit (₹)	PF (as per act)	21,600
	Medicclaim without Parents	6,262
	Life Insurance Premium	4,046
	Annual Benefits Total	31,908
C. Variable Compensation (₹) (on achievement of 100% goals)		18,250
D. Annual Cost To Company (₹)		3,65,002

1. The Conveyance Allowance + LTA consists of vehicle expenses reimbursement (VER) & LTA. If self-owned car is used, expenses towards petrol and maintenance up to ₹ 1800/- p.m. (₹ 2400/- p.m. if CC is more than 1.6 litres), is exempt from tax as per current rules. Transportation facility provided by company for travel from home to office and back is adjusted against the conveyance allowance, if applicable. LTA is governed by the Income Tax rules. The balance, if any from Conveyance Allowance + LTA will be paid on a monthly basis after deductions.
2. The Flexi basket consists of mobile phone usage. The Flexi basket is a taxable allowance and will be paid on a monthly basis after deductions, if any. Reimbursement towards mobile phone usage charges up to ₹ 3000/- p.m. is exempt from tax as per current rules.
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5. Life Insurance premium is towards the Life Cover for self as per benefit plan and policy.

Authorized Signatory

Candidate Acceptance / Sign Date

Fwd: TCS Ninja Interview Results Batch 2022 || ITS Engineering College, Greater Noida

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Nov 17, 2021 at 9:47 AM

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

From: Shivasish Sarangi <shivasish.sarangi@tcs.com>

Date: Tue, Nov 16, 2021 at 11:17 PM

Subject: TCS Ninja Interview Results Batch 2022 || ITS Engineering College, Greater Noida

To: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>

Cc: Aditya Mahajan <aditya.mahajan2@tcs.com>, Siddharth Singh <s.siddharth12@tcs.com>, Gauri Upadhyay <gauri.upadhyay@tcs.com>, Meetika Malhotra <malhotra.meetika@tcs.com>

Dear Professor,

Greetings from Tata Consultancy Services Limited!We are pleased to announce that the following students have been selected by Tata Consultancy Services Limited during the **TCS Ninja Interview** Process held in October 2021.

Reference ID	NAME	EMAIL_ID	INSTITUTE NAME
DT20206572577	NAMAN GARG	namangarg1805@gmail.com	ITS Engineering College, Greater Noida
DT20206933335	RASHID MAKKI	rashidmakkiha_cse18@its.edu.in	ITS Engineering College, Greater Noida
DT20218109989	VIVEK Kumar CHAURASIA	vivekkumarchaurasiagcc_cse18@its.edu.in	ITS Engineering College, Greater Noida
DT20218180189	NITIN Kumar SHARMA	nitinkumarsharmaaks_cse18@its.edu.in	ITS Engineering College, Greater Noida
DT20218215104	SWEETA Pal SINGH	sweetapalsinghpsps_ece18@its.edu.in	ITS Engineering College, Greater Noida
DT20218312348	SRISHTI SINGH	srishtisinghsp_cse18@its.edu.in	ITS Engineering College, Greater Noida
DT20218400504	ANKIT GUPTA	ankitguptamcg_ece18@its.edu.in	ITS Engineering College, Greater Noida
DT20218219761	RISHAV KUMAR	rishavkumarbks_ece18@its.edu.in	ITS Engineering College, Greater Noida

Do block them from appearing for other organization's hiring process.

However we would like to make an earnest request to you. If candidate is planning not to take up an employment with TCS, please inform us about their '**non-acceptance**' as a response to this email so that a deserving candidate can get an opportunity.

In case of non-acceptance, please revert to this email with candidate CT/DT number to us by **17th November 2021 6 PM**.

Kindly note our offer of employment would require the candidate to fulfill the Academic qualification Eligibility criteria and the successful completion of the TCS Background Check process (BGC) at the time of joining.

The detailed offer letter which specifies the documents to be submitted to the Company for verification will be sent to the selected students shortly.

We wish the students all the best !!!

Thanks and Regards,

Shivasish Sarangi

Lead-Campus Recruiter- Delhi| North

Tata Consultancy Services

Mail to: shivasish.sarangi@tcs.com

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ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

Connect with us:-



"Please consider the environment before printing your emails"

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Letter of Intent

Date: 24th December , 2021

Swati Jaiswal
ITS Engineering College, Gr. Noida, U.P

Dear Swati,

We welcome you to Coforge Ltd (erstwhile known as NIIT Technologies Limited) and we are confident that you will build a long and mutually rewarding career with us. We believe that it is professionals like you who can, along with all of us, build a world-class organization. The guiding principle behind our endeavor to succeed originates from our Vision “**ENGAGE WITH THE EMERGING**” and our Mission “**TRANSFORM AT THE INTERSECT**”.

We are pleased to inform you that you have been provisionally shortlisted for employment as “**GRADUATE ENGINEER TRAINEE**” at a **CTC of INR 3.65 Lac per annum**. Your tentative date of joining will be **July’22** after completion of your final examinations.

You are required to sign a service agreement for a period of 2 years that will be effective from your date of joining. In event of you exiting the organization before completion of the service agreement duration, you will be required to pay an amount of INR 1.5 L to the organization.

You will receive a formal letter of appointment with all the terms and conditions closer to your onboarding date with us. This is subject to submission of all documents & meeting the eligibility criteria as required by the organization.

As a token of your acceptance, please confirm that you have read and understood this Letter of Intent. Please send in your confirmation to campus@coforge.com confirming your interest in joining Coforge Limited.

With best wishes,

For Coforge Limited

Kannika Sagar

ANNEXURE A - Compensation & Benefits Details

Name : XXX

Designation : GRADUATE ENGINEER TRAINEE

A. Monthly Salary (₹)	Basic	11,200
	HRA	5,600
	Conveyance + LTA	6,944
	Flexi Basket	2,493
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B. Annual Benefit (₹)	PF (as per act)	21,600
	Mediclaim without Parents	6,262
	Life Insurance Premium	4,046
	Annual Benefits Total	31,908
C. Variable Compensation (₹) (on achievement of 100% goals)		18,250
D. Annual Cost To Company (₹)		3,65,002

1. The Conveyance Allowance + LTA consists of vehicle expenses reimbursement (VER) & LTA. If self-owned car is used, expenses towards petrol and maintenance up to ₹ 1800/- p.m. (₹ 2400/- p.m. if CC is more than 1.6 litres), is exempt from tax as per current rules. Transportation facility provided by company for travel from home to office and back is adjusted against the conveyance allowance, if applicable. LTA is governed by the Income Tax rules. The balance, if any from Conveyance Allowance + LTA will be paid on a monthly basis after deductions.
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4. Mediclaim Premium shown above is towards hospitalization coverage for self and dependent nominees as per scheme. This is the standard coverage (for self + 3 dependent nominees, without parents) for your benefit plan, however you will have the option to upgrade (increase coverage amount, or include additional members and/or parents) the plan on your day of joining. In case of any change, the difference in premium will be adjusted from the Flexi basket component of your gross monthly salary. You will also have the option to opt out of company's Mediclaim scheme, by providing proof of documents of being covered through an alternate policy.
5. Life Insurance premium is towards the Life Cover for self as per benefit plan and policy.

Authorized Signatory

Candidate Acceptance / Sign Date



Letter of Intent

Date: 24th December , 2021

Vidushi Bhagel
ITS Engineering College, Gr. Noida, U.P

Dear Vidushi,

We welcome you to Coforge Ltd (erstwhile known as NIIT Technologies Limited) and we are confident that you will build a long and mutually rewarding career with us. We believe that it is professionals like you who can, along with all of us, build a world-class organization. The guiding principle behind our endeavor to succeed originates from our Vision “**ENGAGE WITH THE EMERGING**” and our Mission “**TRANSFORM AT THE INTERSECT**”.

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You are required to sign a service agreement for a period of 2 years that will be effective from your date of joining. In event of you exiting the organization before completion of the service agreement duration, you will be required to pay an amount of INR 1.5 L to the organization.

You will receive a formal letter of appointment with all the terms and conditions closer to your onboarding date with us. This is subject to submission of all documents & meeting the eligibility criteria as required by the organization.

As a token of your acceptance, please confirm that you have read and understood this Letter of Intent. Please send in your confirmation to campus@coforge.com confirming your interest in joining Coforge Limited.

With best wishes,

For Coforge Limited

A handwritten signature in black ink that reads "Kannika Sagar". The signature is fluid and cursive.

Kannika Sagar

ANNEXURE A - Compensation & Benefits Details

Name : XXX

Designation : GRADUATE ENGINEER TRAINEE

A. Monthly Salary (₹)	Basic	11,200
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D. Annual Cost To Company (₹)		3,65,002

1. The Conveyance Allowance + LTA consists of vehicle expenses reimbursement (VER) & LTA. If self-owned car is used, expenses towards petrol and maintenance up to ₹ 1800/- p.m. (₹ 2400/- p.m. if CC is more than 1.6 litres), is exempt from tax as per current rules. Transportation facility provided by company for travel from home to office and back is adjusted against the conveyance allowance, if applicable. LTA is governed by the Income Tax rules. The balance, if any from Conveyance Allowance + LTA will be paid on a monthly basis after deductions.
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5. Life Insurance premium is towards the Life Cover for self as per benefit plan and policy.

Authorized Signatory

Candidate Acceptance / Sign Date



Letter of Intent (LOI)

Superset ID: 1595742

January 07, 2022

Dear Naman Garg,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 675,000/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 2 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 2 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



Letter of Intent (LOI)

Superset ID: 2205905

January 07, 2022

Dear SHASHWAT TRIPATHI,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

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Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



Letter of Intent

Date: 24th December , 2021

Uday Sharma
ITS Engineering College, Gr. Noida, U.P

Dear Uday,

We welcome you to Coforge Ltd (erstwhile known as NIIT Technologies Limited) and we are confident that you will build a long and mutually rewarding career with us. We believe that it is professionals like you who can, along with all of us, build a world-class organization. The guiding principle behind our endeavor to succeed originates from our Vision “**ENGAGE WITH THE EMERGING**” and our Mission “**TRANSFORM AT THE INTERSECT**”.

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With best wishes,

For Coforge Limited

Kannika Sagar

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Name : XXX

Designation : GRADUATE ENGINEER TRAINEE

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Authorized Signatory

Candidate Acceptance / Sign Date



Private & Confidential

Date: November 17th, 2021

To,
Ankit Sharma,
Delhi

LETTER OF OFFER FOR EMPLOYMENT – ‘**Software Developer Intern**’

Dear Ankit Sharma,

Based on our recent discussions, we are delighted to offer you the position of ‘**Software Developer Intern**’ with our Organization. Once you join our Organization, you will become part of the fast-paced and dedicated team, which works together, to provide our clients with the highest level of service and advice.

As a member of our team and the organization, we would ask for your commitment to deliver outstanding quality results that exceeds our client's expectations. In addition, as a representative of our Organization, we expect your personal accountability in all the actions, advice and results. In return, we are committed to providing you with every opportunity to learn, to grow and stretch to the highest level of your ability & potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: ‘**Software Developer Intern**’

Start date: Jan 3rd, 2022

Your internship is scheduled to start effective from 3rd **January 2022** for a period of 6 months and you are entitled for the stipend of **Rs- 10000 per month**, after the successful completion of your internship and based on your performance management will decide to keep you for the permanent role.

Start date: July 3rd, 2022

CTC- 4 LPA

Out of the above stated annual earnings, your Fixed salary will be 3 LPA, and variable of maximum of Rs 1 LPA is payable quarterly. The actual payable amount will be subject to your performance solely judged by your manager and company management. Variable is subject to change at any point of time as per company policy. First month variable is not payable.

When you sign this offer letter document, it is assumed that you commit to stay with the Company for a minimum period of 3 years, unless your services are terminated by company on account of non-performance.

In case you wish to disassociate yourself from the Company before completing this committed three years period, you may do so, after completing your agreed term of the notice period and paying a compensation of INR 5 Lacs to the company on account of irreparable damages towards the cost of trainings, direct and indirect investments done by the company on your behalf and to prepare you for the delivery of the professional services.

Any violation of the provision of this clause may result in organization taking a suitable legal recourse, under various statutes that are prevailing under the law.

Notice Period on resignation: In event of your resigning from the services of company at any time during or after the probation period, you will be required to give a notice period of minimum of twelve weeks to the company. During this



notice period you are required to work diligently and carryout the activities as assigned to you and also complete a proper process of handing of the work, material, confidential documents & information to the person so assigned by the management of the organization.

Probation Period: You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the management. During the period of probation, the appointment is terminable by the company without any notice or assigning any reason. The completion of initial probation period will be by way of a letter of confirmation issued to you after successful completion of your period of probation. Till such time that you are intimated in writing regarding your confirmation, you shall continue to be on Probation.

S. No.	Component	Monthly Amount (Rs)	Annual Amount (Rs)
1	Basic	12500	150000
2	HRA	5000	60000
3	Special Allowance	5450	65400
4	Variable		100000
5	PF	1800	21600
6	ESI	250	3000
	Total	25000	400000

Your salary will be subject to all applicable taxes and other deductions as per Indian Tax Statutes.

You are requested to bring documents listed below at the time of joining.

Documents (Original and Photocopy both)

- Signed copy of offer letter
- Your education credentials – 10th, 12th, Graduation or PG.
- Relieving/Experience/Appointment letter and last 3 salary slips and 3 months bank transaction from past organization (for experienced candidates only)
- Receipted copy/Email resignation from current organization with acceptance (for experienced candidates only)
- Address proof- current and permanent
- (AC/DL/PP/VC) and ID Proof (PAN Card)
- 3 Latest passport size photos with name and DOB on back side

With the signature below, I accept this offer for employment.

Name -----

Place -----

Date -----

Fwd: TCS Ninja Interview Results Batch 2022 || ITS Engineering College, Greater Noida

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Nov 17, 2021 at 9:47 AM

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

From: Shivasish Sarangi <shivasish.sarangi@tcs.com>

Date: Tue, Nov 16, 2021 at 11:17 PM

Subject: TCS Ninja Interview Results Batch 2022 || ITS Engineering College, Greater Noida

To: shalini.khatri@its.edu.in <shalini.khatri@its.edu.in>

Cc: Aditya Mahajan <aditya.mahajan2@tcs.com>, Siddharth Singh <s.siddharth12@tcs.com>, Gauri Upadhyay <gauri.upadhyay@tcs.com>, Meetika Malhotra <malhotra.meetika@tcs.com>

Dear Professor,

Greetings from Tata Consultancy Services Limited!We are pleased to announce that the following students have been selected by Tata Consultancy Services Limited during the **TCS Ninja Interview** Process held in October 2021.

Reference ID	NAME	EMAIL_ID	INSTITUTE NAME
DT20206572577	NAMAN GARG	namangarg1805@gmail.com	ITS Engineering College, Greater Noida
DT20206933335	RASHID MAKKI	rashidmakkiha_cse18@its.edu.in	ITS Engineering College, Greater Noida
DT20218109989	VIVEK Kumar CHAURASIA	vivekkumarchaurasiagcc_cse18@its.edu.in	ITS Engineering College, Greater Noida
DT20218180189	NITIN Kumar SHARMA	nitinkumarsharmaaks_cse18@its.edu.in	ITS Engineering College, Greater Noida
DT20218215104	SWEETA Pal SINGH	sweetapalsinghpsps_ece18@its.edu.in	ITS Engineering College, Greater Noida
DT20218312348	SRISHTI SINGH	srishtisinghsp_cse18@its.edu.in	ITS Engineering College, Greater Noida
DT20218400504	ANKIT GUPTA	ankitguptamcg_ece18@its.edu.in	ITS Engineering College, Greater Noida
DT20218219761	RISHAV KUMAR	rishavkumarbks_ece18@its.edu.in	ITS Engineering College, Greater Noida

Do block them from appearing for other organization's hiring process.

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Kindly note our offer of employment would require the candidate to fulfill the Academic qualification Eligibility criteria and the successful completion of the TCS Background Check process (BGC) at the time of joining.

The detailed offer letter which specifies the documents to be submitted to the Company for verification will be sent to the selected students shortly.

We wish the students all the best !!!

Thanks and Regards,

Shivasish Sarangi

Lead-Campus Recruiter- Delhi| North

Tata Consultancy Services

Mail to: shivasish.sarangi@tcs.com

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ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+2f8fw-857e4d17e9@talent.icims.com>
Reply to: Campus HR Team <wipro+email+2f8fw-857e4d17e9@talent.icims.com>
To: deshdeepk_cse18@its.edu.in

Sun, 31 Oct, 2021 at 10:06 pm

October 31, 2021

Dear Deshdeep . ,
Resume Number - 23003775

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

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

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

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

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

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to deshdeepk_cse18@its.edu.in. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=ADC523003775&contactId=13850754>

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Offer: Computer Consultancy
Ref: TCSL/DT20218363312/Delhi
Date: 24/11/2021

Mr. Ayush Gupta
J-3,J Block MarketDakshinpuri,
Near Anu Medical Centre,
New Delhi-110062,
110062.
Tel# -

Dear Ayush Gupta,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

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completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be INR **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 used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR **4,300/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR **3,100/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of INR **400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR **70,000/-** payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

XPLORE/ LEARNING INCENTIVES

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

2. Higher Hospitalisation

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

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

Maternity Leave

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

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

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a



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

3. Probation Period

You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Back Ground Check turns out negative.

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this offer as an employee with TCS you are required to



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

10. 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.

11. Overseas International Assignment Agreement

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

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. 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.

12. Terms and Conditions

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

13. TATA Code of Conduct

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



14. Notice Period

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

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

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

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

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of probation/service without notice.



19. Submission of Documents

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

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

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

The original documents will be returned to you after verification.

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

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



- *Passport
- *NSR E-Card

20. TCS Xperience Program

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

23. Compliance to all clauses

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

24. Data Privacy Clause:

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



aspirations.

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

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

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

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

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



Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name	Ayush Gupta
Designation	Systems Engineer
Institute Name	Its Engineering College, Greater Noida

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264



Annexure 2

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



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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



(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 this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

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

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

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

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



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

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



Xceedance Consulting India Private Limited

Date: 07-DEC-2021

Dear Arpit,

OFFER OF APPOINTMENT

We enjoyed our recent discussions with you and thank you for participating in our selection process. We are pleased to extend you an offer to join us at Xceedance.

You will be on Internship period starting from 17-Jan-2022 till Jun-2022. During this internship period, you will be designated as an Associate Programmer and will be paid a stipend of INR 15,000 per month.

Kindly sign and return the duplicate copy of this letter in token of having accepted the above offer.

At **Xceedance** people come first. Our training and development programs are focused on people growth and will help you develop and explore newer skills to bring out the best in you.

We build engaged and motivated teams – Challenge and diversity are a part of our dynamic and interactive environment, which makes each day new and exciting. We strive to introduce new experiences into our work life through our fun at work initiatives, and social activities inside and outside our organization.

Yours faithfully,

For **Xceedance Consulting India Private Limited**

A handwritten signature in black ink, appearing to read 'Parul Singh', written over a horizontal line.

Parul Singh

Vice President - Human Resources



Xceedance Consulting India Private Limited

Date: 07-DEC-2021

Dear Devraj,

OFFER OF APPOINTMENT

We enjoyed our recent discussions with you and thank you for participating in our selection process. We are pleased to extend you an offer to join us at Xceedance.

You will be on Internship period starting from 17-Jan-2022 till Jun-2022. During this internship period, you will be designated as an Associate Programmer and will be paid a stipend of INR 15,000 per month.

Kindly sign and return the duplicate copy of this letter in token of having accepted the above offer.

At **Xceedance** people come first. Our training and development programs are focused on people growth and will help you develop and explore newer skills to bring out the best in you.

We build engaged and motivated teams – Challenge and diversity are a part of our dynamic and interactive environment, which makes each day new and exciting. We strive to introduce new experiences into our work life through our fun at work initiatives, and social activities inside and outside our organization.

Yours faithfully,

For **Xceedance Consulting India Private Limited**

A handwritten signature in black ink, appearing to read 'Parul Singh', written over a horizontal line.

Parul Singh

Vice President - Human Resources

Fwd: Final Outcome for Team Lead Internship- 2021

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Nov 26, 2021 at 5:09 PM

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

From: **SINGH, R K AJAY** <singhrk@amazon.com>

Date: Fri, Nov 26, 2021 at 4:46 PM

Subject: Final Outcome for Team Lead Internship- 2021

To: Shalini Khatri <shalini.khatri@its.edu.in>

Cc: Chaturvedi, Pallavi <pallavc@amazon.com>, Arora, Priyanka <prioror@amazon.com>

Hello Shalini,

Greeting from Amazon!!

This is to update you that one of your student have successfully completed 75 days internship with last mile function of Amazon. Trust this would have been a learning experience for the student. As Amazon we would like to appreciate & thanks for all of his efforts that student was able to put in the success of organization during small stint of two & half months internship. Students will be assigned internship certification by end of next month.

We are pleased to inform that we have also completed pre-placement offer assessment as well. And glad to inform that below student is finally shortlisted for the PPO.

- **Faizan Alam**

Kindly block student for Amazon & confirm what are the earliest timeline available for student to join as full time employer.

Insides on PPO are shared below:

- Offered Position: Team Leader
- Offered Compensation: CTC 4.5 lpa (Fixed)
- Additional Benefits: Are like travel allowances, meal coupons, medical insurances and others
- Work location: Anywhere in India
- Effective Date: On mutual understanding between Campus & Amazon

Looking forward for strengthening the partnership further.

Let me know if any additional inputs are required.

Regards

R K Ajay Singh

Recruiter | Talent Acquisition

Email – singhrk@amazon.com

Explore opportunities in Operations and Compliance [here](#).



ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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Fwd: Letter of Intent

1 message

Ram Pratap <pram55987@gmail.com>
To: crc_itsecgn@its.edu.in

Fri, Dec 24, 2021 at 11:44 AM

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

From: **Bhaskar, Smriti (MIND)** <Smriti.Bhaskar@motherson.com>
Date: Thu, 16 Dec, 2021, 6:17 PM
Subject: Letter of Intent
To: pram55987@gmail.com <pram55987@gmail.com>

Date: December 14, 2021

Dear Ram,

We are pleased to share your Letter of Intent in this mail.

We have kept your Date of joining as mentioned in your Letter. We look forward to your joining as mentioned.

For any query, you can reach to Neha Bhagat at 9899043769. You can reach us through Whats app or can call or mail us too. We shall also be sharing the letters with your respective TPO's, request you can collect the same from them as an attachment also in next week.

Please revert with any of your query.

Look forward having you on board soon.

Regards

Smriti Bhaskar

MothersonSumi Infotech & Designs Ltd.

09818157196.

December 14, 2021

Re: MIND/HR/ET/2021/99

Ram Pratap Singh

C/o ITS

-

Subject: Letter of Intent

Dear Ram,

This has reference to your application and subsequent interview you had with us.

We are pleased to offer you employment in our Organization as **Project Trainee**. This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301 on January 13, 2022 by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be under going training for a period of six months with effect from the date of your joining duties viz. **January 17, 2022**

During your project training period you will be paid Rs. 12500/- per month. On successful completion of your project training, you shall be offered a CTC of Rs. 3.5Lpa.

In addition, you shall also be entitled to other benefits as per annexure attached on absorption as Engineer Trainee.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of 2 Years excluding 6 months project training.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on January 17, 2022 at 0900 hrs at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents –

1. Date of birth certificate.
2. Educational qualification certificate(s).
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible.

We welcome you to **MotherSumi INFotech & Designs Limited** and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,

for **MotherSumi INFotech & Designs Ltd**



RACHNA SRIVASTAVA

HEAD-HUMAN RESOURCE

December 14, 2021

MIND/HR/MED-CHEKUP -99

M/s. Kailash Hospital & Research Center Ltd.,

H-33, Sector – 27,

Noida – 201 301

Kind Attn: Mr. R N Sharma

REF: KHRC/MIND/2004-05/20178, Dated August 10, 2004

Dear Sir,

This is to inform you **Ram Pratap Singh** that has been selected in our organization. As per the selection process, He/She needs to undergo pre –employment health checkup. He/She has been advised to report at the reception counter on **January 13, 2022** in your hospital at 0900 Hrs.

Please arrange pre-employment health check-up of **Ram Pratap Singh** as per the tests mutually agreed upon between us.

Medical report of the individual may be forwarded at the following address under sealed cover marked confidential for our reference.

Nitin Chaudhary
Senior Manager - HR
MothersonSumi Infotech & Designs Ltd
C-26, Sector-62, Noida-201309

Bill for the pre-employment health check-up administered on Ram Pratap Singh may please be raised on us as per terms agreed.

Thanking you,

Yours truly,

For **MothersonSumi Infotech & Designs Ltd.**



RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

ANNEXURE

CONFIDENTIAL

Allowances & perquisites details - Ram Pratap Singh

		Amount(Rs.) per month
Reference Salary	Base Salary	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376

	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	25184
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	1000
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	2377
	Total Reference Salary D (A+B+C)	28561
	Annual Reference Salary	34272
	Take Home	23384
	Other Benefits	
	Benefits	
	Insurance - Medclaim/ Group / EDLI	607
	Sub Total (E)	607
	CTC (D+E)	29167
	Annual CTC	350005

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaime Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

* In addition, you shall also be eligible for payment of one-time retention bonus of Rs. 70,000, which shall be paid after 24 months of your joining us, subject to your being on rolls of the Organization.



5 attachments

 **image001.png**
7K

 **image002.png**
9K

 **image003.png**
23K

 **image004.png**
9K

 **image004.png**
9K



ITS Placement <crc_itsecgn@its.edu.in>

Fwd: Training Letter

1 message

rohit rana <rohitranarsr_cse18@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Tue, Dec 14, 2021 at 12:02 PM

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

From: **HR Support** <hr-support@tothenew.com>
Date: Mon, 13 Dec 2021, 11:25
Subject: Training Letter
To: <rohitranarsr_cse18@its.edu.in>

Rohit Rana

202, MB Road, Sector -7, Pushp Vihar,

South Delhi, Delhi - 110017

Training Letter

We are pleased to inform you that you have been selected for an integrated program of training & employment at TO THE NEW Private Limited, employment being subject to successful completion of post training assessment.

For the first Six (6) months you would be a part of our training program. During this period, you will be designated as a **Trainee** and will receive a stipend of **INR 15,100 per month**.

Training would be a combination of hands-on experience and regular mentoring. Details and scope of the project will be provided to you on the first day of training. On completion of the training, you will be issued a certificate by the Organization.

This training period with our Company will entail dealing with important and sensitive information, records and such other matters of the company. Therefore, you will be required to provide acceptance on an "Employee Intellectual Property and Confidentiality Agreement" of our company on the first day of training.

Please note that the training is only for a fixed period of Six (6) months and does not entitle you for an employment with TO THE NEW Private Limited.

Your training period is from **February 01, 2022** to **August 01, 2022**.

Kindly confirm your acceptance by replying to this email not later than **December 17, 2021**.

We look forward to you joining our team.

Regards

Human Resources

TO THE NEW

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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Ericsson Confidential
INTERNSHIP LETTER

Date
2022-01-20

Reference
EGIL/HR-22:450 Uen

Your Date

Your Reference

Attending to this matter
NO/EGI/H Rajat Bajaj/AS

Mr. Azad Hussain

Dear Mr. Hussain,

This has reference to your request letter for Internship in our organization and subsequent discussion regarding the same. We are pleased to allow you for this training in our organization (Virtually), starting from 07-Feb-2022 to 06-Aug-2022.

You will be assigned a project upon joining by Saurabh Seth

Please contact Saurabh Seth on the day of joining.

With best wishes

Yours sincerely,

For ERICSSON INDIA GLOBAL SERVICES PRIVATE LIMITED

RAJAT
BAJAJ

Digitally signed
by RAJAT BAJAJ
Date: 2022.01.20
22:27:36 +05'30'

Rajat Bajaj
Talent Acquisition
Human Resources

Ericsson India Global Services Private Limited

Knowledge Boulevard,

A-8A, Sector 62A. (VIRTUALLY)

INDIA - 201 309

www.ericsson.co.in / www.ericsson.com

Tel: + 91 120 3029200

Tel: + 91 120 4256000

Fax: + 91 120 3029135

Registered Office

4th Floor, Dakha House

18/17, W.E.A., Pusa Lane,

Karol Bagh,

New Delhi 110 005 INDIA

Fwd: Selected students | Campus Recruitment | TO THE NEW

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Dec 1, 2021 at 5:11 PM

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

From: **Maulika Gopal** <maulika.gopal@tothenew.com>
Date: Tue, Nov 30, 2021 at 6:54 PM
Subject: Selected students | Campus Recruitment | TO THE NEW
To: Shalini Khatri <shalini.khatri@its.edu.in>
Cc: Campus TTN <campus@tothenew.com>

Hi Ms. Shalini,

PFB the list of selected student till now:

Mayank Singh	mayankms_cse18@its.edu.in	ITS
--------------	---------------------------	-----

Please ask them to fill the following form by tomorrow 11:00 AM for the offer letter :

Form : https://docs.google.com/forms/d/e/1FAIpQLSfNQIhrSaA_Cyh2ArpY3O5x8V1d8e4T8Zlzc68-OjsFququA/viewform

P.S. Will update regarding other candidates at the earliest.

Warm Regards,
Maulika Gopal
Executive - Human Resources



We are HIRING!

[Quoted text hidden]

03 January 2022

Mr. Soumen Hembram,
ITS College,
Email - soumenhembramsh_ece18@its.edu.in,
Mobile - 964314144

Subject: Offer Letter

Dear Soumen,

Greetings,

Congratulation and welcome to the **UNO MINDA GROUP.**

With reference to the interview you had with us, we are pleased to offer you position as "Graduate Engineer Trainee", as per the terms and condictions mutually agreed at the time of interview.

You will abide by all rules and regulations of the Company, which are in the operations from time to time.

You will be issued a detailed Appointment Letter at the time of joining the duty. You can join the duty on **04 July 2022.**

Kindly bring your original testimonials and photocopy of each, along with four colored passport size photographs at the time of joining.

Please sign the duplicate copy of this letter as token of your acceptance to this offer.

Yours faithfully,

For **MINDA INDUSTRIES LIMITED**



Annu Sethi
Head Talent Management and C&B- Group

Soumen Hembram

Name : Soumen Hembram

Designation : Graduate Engineer Trainee

PARTICULAR	AMOUNT (Rs. PM)	AMOUNT (Rs. PA)
BASIC	18758	225090
H.R.A. (50% of Basic)	9379	112545
Bonus / Ex-Gratia (15% of Basic)	2814	33764
CO. P.F.(12% of Basic)	2251	27011
CHILDREN EDUCATION ALLW.	400	4800
UNIFORM MAINTENANCE ALLOWANCE	800	9600
TRANSPORT ALLOWANCE	1600	19200
PROFESSIONAL PURSUIT ALLOWANCE	1500	18000
GROSS SALARY	37501	450009

****All GET would be eligible for one time Loyalty Bonus of 2.25 Lacs on completing 3 years with the company.**

Mediclaime Insurance for Self, Spouse & Children.

Accidental Insurance for Self.

Gratuity as per Act.



Annu Sethi

Head Talent Management and C&B Group

Soumen Hembram

03 January 2022

Mr. Abhay Purwar,
ITS College,
Email - abhaymp_ece18@its.edu.in,
Mobile - 9169437769

Subject: Offer Letter

Dear Abhay,

Greetings,

Congratulation and welcome to the **UNO MINDA GROUP.**

With reference to the interview you had with us, we are pleased to offer you position as "Graduate Engineer Trainee", as per the terms and conditions mutually agreed at the time of interview.

You will abide by all rules and regulations of the Company, which are in the operations from time to time.

You will be issued a detailed Appointment Letter at the time of joining the duty. You can join the duty on **04 July 2022.**

Kindly bring your original testimonials and photocopy of each, along with four colored passport size photographs at the time of joining.

Please sign the duplicate copy of this letter as token of your acceptance to this offer.

Yours faithfully,

For MINDA INDUSTRIES LIMITED



Annu Sethi
Head Talent Management and C&B- Group

Abhay Purwar

Name : Abhay Purwar

Designation : Graduate Engineer Trainee

PARTICULAR	AMOUNT (Rs. PM)	AMOUNT (Rs. PA)
BASIC	18758	225090
H.R.A. (50% of Basic)	9379	112545
Bonus / Ex-Gratia (15% of Basic)	2814	33764
CO. P.F.(12% of Basic)	2251	27011
CHILDREN EDUCATION ALLW.	400	4800
UNIFORM MAINTENANCE ALLOWANCE	800	9600
TRANSPORT ALLOWANCE	1600	19200
PROFESSIONAL PURSUIT ALLOWANCE	1500	18000
GROSS SALARY	37501	450009

****All GET would be eligible for one time Loyalty Bonus of 2.25 Lacs on completing 3 years with the company.**

Mediclaim Insurance for Self, Spouse & Children.

Accidental Insurance for Self.

Gratuity as per Act.



Annu Sethi

Head Talent Management and C&B Group

Abhay Purwar

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000



February 10, 2022
SWATI JHA
ITS

Dear SWATI

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Information Technology Senior Associate** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your continuing employment with the Company is subject to your completing the training as given below.

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade **5** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, you will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

Please note that the continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- c) Probation period of six (6) months from the date of joining.

You will . Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be INR. **350000** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000



Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
 - a. Xth Certificate and mark sheet
 - b. XIIth Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

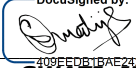
If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

**Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED**

DocuSigned by:

DD4D480B41314B9
URMIMALA SARKAR
DIRECTOR – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **February 12,2022** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: 
SWATI JHA

3 march 2022
Date: _____

Confidential

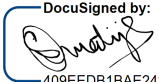
DECLARATION

Amir kumar jha

I, **SWATI JHA** S/o, D/O, W/O _____, having permanent address
at Guwahati bye lane no. 2 house no. 62 Christian basti 781005
do hereby acknowledge, represent and confirm to NTT DATA Global Delivery Services Private Limited, (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) that my offer will be subject to:

1. My willingness to relocate to any of the any of the locations of the Company. I agree that the Company reserves the right to depute / transfer my services to any other location/ centres of the Company/ client location/ Group Company in consistence with the Company's business/ project requirement and interests. In case I fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
2. My willingness to work in any of the shifts (i.e. either day or night shifts). I agree that the Company reserves the right to depute me to work in any of the shifts in consistence with the Company's business/ project requirement and interests. In case I refuse to work in any of the shifts as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
3. My willingness to work in any kind of technology/ project. I agree that the Company reserves the right to depute me to work on any kind of technology/ projects in consistence with the Company's business/ project requirement and interests. In case I refuse to work on any kind of technology/ projects as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

I, do hereby verify and declare that the contents of this declaration are true and correct and given with my free will and consent, no part of it is false and nothing material has been concealed therein and I am solely responsible for its accuracy and know of no agreements, obligations or restrictions which prevent or prohibit me from complying with them.

SIGNATURE: 
NAME: SWATI JHA
DATE: 3 march 2022
PLACE: Noida

Confidential

To,
Mr. Tushar Rawat,
897, Sector-4, R K Puram,
South West Delhi, Delhi – 110022.

Date: 24th December, 2021.

Dear Tushar,

This has a reference to your interview with us. We are pleased to offer you employment with MapmyIndia (C.E. Info Systems Limited) as per details given below:

Designation: Software Associate; **Level:** 2
Department: Web Software Engineering 1
Place of Posting: New Delhi.
Date of Joining: 17th January, 2022.

Your Annual Fixed CTC will be **INR 3,00,000/- (Three lakhs only)**. All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures. We are certain that you will find a career with MapmyIndia (C.E. Info Systems Limited) to be both challenging and rewarding. We assure you of our support for your professional development and growth.

Your Letter of Appointment will be issued within 30 days of your joining. During this tenure if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us latest by **27th December, 2021**.

Note: This offer will be valid only if you join by **17th January, 2022**.

Sincerely,

For C.E. Info Systems Limited



Authorized Signatory

Accepted by Mr. Tushar Rawat _____ (Signature)

C.E. INFO SYSTEMS LIMITED
(Formerly known as CE Info Systems Pvt. Ltd.)

237, Okhla Industrial Estate, Phase III, New Delhi - 110020 | Phone: +91-11-4600 9900 | Fax: +91-11-4600 9920
E-mail: contact@mapmyindia.com | Website: www.mapmyindia.com | CIN No. L74899DL1995PLC065551
An ISO 9001:2015 Certified Company

Fwd: Sopra Steria | Result

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Dec 15, 2021 at 9:43 AM

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

From: **SORENG Ashish** <ashish.john@soprasteria.com>
Date: Tue, Dec 14, 2021 at 6:04 PM
Subject: RE: Sopra Steria | Technical Interview
To: Shalini Khatri <shalini.khatri@its.edu.in>

Hi Shalini,

Below are the one's who have finally been selected and LOI would be shared with them soon.

Name	Email Address	Mobile
Abhishek Kumar	abhishekkumarmk_cse18@its.edu.in	8447427007
Areeb Ashraf	areebashrafahangermaa_cse18@its.edu.in	6006212631
Naman kashyap	namankashyapr_k_cse18@its.edu.in	9711156067
Sonali Tiwari	sonalitiwaripkt_cse18@its.edu.in	7678266567
Vidushi bhagel	vidushibhagel@gmail.com	7017364127

Regards

JOhn

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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1st February 2022
Mr. Naman Kashyap
New Delhi, 110034
India

Dear Naman Kashyap

We are pleased to inform you that your application for an Internship program has been accepted.

We are pleased to offer you an appointment for the position of : **Quality Associate** at **B8**. Your internship with **Hashedin Technologies Private Limited** ("Company") will be in Bengaluru. The Internship program is for a duration of **Four Months** beginning **7th March 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

This will be followed by a job offer of **Quality Engineer-I** at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 7,12,500/- (Rupees Seven Lakhs Twelve Thousand Five Hundred Only). You can refer to the following table for the breakup.

Component	Amount in INR
Fixed CTC	₹ 525000
Performance Variable Bonus Upto	₹ 87500
Total Cost to Company	₹ 712500
Joining Bonus (One Time Payment)	₹ 100000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **Hashedin Technologies Private Limited**
Best Regards,

Authorized Signatory



Signature

11/02/2022

Date

CONFIRMATION PAGE

The undersigned hereby confirms that he has signed and accepted the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") in consideration of his internship with **Hashedin Technologies Private Limited** as **Quality Associate** subject to the following:

- The Agreement shall be valid from **7th March 2022** to **29th July 2022**
- The conditions relating to Notice Period, Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Any reference to "Employment" in the Agreement shall mean "Internship".
- Any reference to "Employer" in the Agreement shall mean "Company".
- Any reference to myself as an "Employee" in the Agreement shall mean "Intern".
- Any reference to "Employment Agreement" in the Agreement shall mean "Internship Agreement".

Signed and Accepted

Candidate Name NAMAN KASHYAP

Date: 11/02/2022_____

CONFIDENTIALITY AND WAIVER AGREEMENT

This Confidentiality and Waiver Agreement (the "Agreement") is effective as of **7th March 2022** ("Effective Date") is by and between:

Hashedin Technologies Private Limited having its registered office at Bengaluru (referred to as "Company") **Naman Kashyap**, residing at **New Delhi** (referred to as "Recipient") hereby agree as follows:

1. The Recipient has applied to the Company for an Internship Program with the Company (referred to as "Internship"). The Company has accepted the application of the Recipient for Internship at the Company's premises from **7th March 2022** to **29th July 2022**.
2. The Recipient will comply with all rules, regulations, guidelines, policies and practices of the Company, which may be amended from time to time.
3. In consideration of the Recipient's participation in the Internship, the Recipient, for himself and his heirs, executors, administrators, representatives, assigns and successors in interest (hereinafter collectively "successors") forever waive and release the Company, its affiliates, Deloitte LLP and its subsidiaries, affiliates and related entities, Deloitte Touche Tohmatsu Limited ("DTTL") and any and all DTTL associate and member firms, all their respective, past, present and future parent companies, subsidiaries, officers, directors, employees, members, partners, principals, successors, transferees and assigns (collectively "Released Parties") from any and all claims, causes of action, liabilities, obligations, damages, losses, demands, judgments, costs and expenses, of every kind, nature or form, including, without limitation, attorney's fees, whether in contract, statute, tort (such as negligence) or otherwise, relating to, arising from or in any way, directly or indirectly, connected to, or arising out of the Recipient's participation in or association with the Internship, including any travel to or return from the Internship at the Company's premises.
4. The Company may disclose to the Recipient certain confidential, proprietary or non-public business information and/or trade secrets, which may also include information, materials, and ideas of or about the Company, its affiliates, related entities of Deloitte U.S. Entities, DTTL and its network of member firms or their affiliates, or clients, vendors, licensors or other persons, which materials, information or ideas are not generally known to the public, including, without limitation, discussion, presentation, materials, information or ideas relating to business plans, operations, products, services, methods, procedures, clients or prospective clients, equipment, or systems, whether in written, oral or any other form and also includes personally identifiable information about employees (including name, address, date of birth, photographs, government identifiers like PAN, license etc.) (referred to as the "Confidential Information") from the Effective Date onwards.
5. From the Effective Date onwards, Recipient shall not disclose such Confidential Information and shall hold it in trust for the sole benefit of the Company. Any other details provided to or otherwise made available to the Recipient by the Company or otherwise obtained or learnt by the Recipient are also covered under this Agreement and is to be treated as Confidential Information.
6. From the Effective Date onwards in relation to Confidential Information, Recipient agrees that: I.
Recipient shall not disclose the Confidential Information to anyone.
II. Recipient shall not copy or reproduce, in whole or in part, any Confidential Information without prior written authorization of the Company; and
III. Recipient shall promptly return or, with Company's prior written approval, destroy all Confidential Information and copies thereof.
7. Recipient acknowledges that the Confidential Information has tangible value and contains personal and proprietary information and that the Company will suffer irreparable damage for which money

damages will not be a sufficient remedy in the event of a breach of any provision of this Agreement. The Company shall be entitled to specific performance and injunctive relief as remedies for any breach or threatened breach of any provision of this Agreement and such remedies shall not be deemed to be exclusive remedies for such breach or threatened breach by Recipient but shall be in addition to all other remedies available to the Company at law or in equity.

8. Recipient shall indemnify and hold harmless the Company, and their respective partners, principals and employees from and against any and all claims, obligations, losses, injuries, damages, reasonable costs and reasonable expenses (including, without limitation, reasonable attorneys' fees) incurred or suffered by reason of any breach by Recipient of any of the provisions of this Agreement.
9. Waivers and Amendments
 - (i) No delay or omission by any party in enforcing its rights or remedies hereunder shall impair such right or remedy or be deemed to be a waiver thereof.
 - (ii) No amendment or waiver shall be valid unless in writing and signed by both parties.
10. This Agreement shall be governed by the laws of India.

IN WITNESS WHEREOF, the Company and Recipient have caused this Agreement to be executed by their duly authorized representatives effective as of the date first above written.

Hashedin Technologies Private Limited	Naman Kashyap Date: 11/02/2022 Place: New Delhi
--	---

Subject: Letter of Intent

Dear Sonali,

Congratulations!

With reference to your interview with us, we are pleased to inform you that you have been selected for an employment with Steria (India) Limited, a part of Sopra Steria Group ("Sopra Steria" or "Company").

This is an indicative offer and we expect to release the formal appointment letter upon your joining our organization subject to your acceptance of the terms of appointment and completion of prescribed formalities at the time of joining.

The brief terms of employment are mentioned below. The detailed terms and conditions document will form part of your Appointment letter.

1. Your job title will be **Engineer Trainee**.
2. Your compensation would be **INR 5,00,000** per annum. Break-up of the Annual Salary will be given to you in your Appointment Letter at the time of joining.
3. Your contractual base will be **Noida** and your initial place of work will also be **Noida**. However, the Company reserves the right to change your place of work to any location, within its Group companies, in India or Europe depending upon business requirements.
4. This Letter of Intent is valid subject to your Degree qualification, course completion with minimum of 60% aggregate marks.
5. On joining, you will be required to execute a Bond of INR 2,00,000, along with a surety, to serve the Company for a minimum period of 36 months (exclusive of notice period, if any).

The Company reserves the right to change/modify/cancel the terms and conditions of employment, as it deems fit, including changes that may be required to comply with tax, employment and other legislation, or as a consequence of changes to administration procedures.

The company further reserves the right to conduct a third party background verification on the information supplied by you during your selection process and if upon verification, at the time of appointment or at a later date, it is found that you have furnished wrong information, your services with the Company will be liable for termination.

The validity of this offer is subject to your joining us on or before **July – August 2022**.

Please sign the duplicate copy of this Letter of Intent and return it to us as way of acknowledgement and acceptance of its terms.

We look forward to your joining our organization at the earliest.

Regards,

For **Sopra Steria (India) Limited**



Authorised Signatory

Accepted and Confirmed

Name : Father's Name :
Signature : Date :
Contact Details :



March 10, 2022

Rishabh Sharma
S/O Surandera Sharma
8Lal Mandir Wali Gali, Paramhans Vihar, Loni Dehat,
Ghaziabad,
Uttar Pradesh - 201102

Subject: INTERNSHIP LETTER

Dear Rishabh,

We are pleased to engage you in Sunquest Information Systems (India) Private Limited in the capacity of **INTERN** at our **Bangalore** Unit.

1. INTERNSHIP COMMENCEMENT:

Your commencement of internship will begin on or before April 4, 2022.

2. REMUNERATION:

You will be paid a consolidated stipend of Rs 20,000 (Rupees Twenty Thousand Only) per month, inclusive of all allowances.

3. RESPONSIBILITIES:

- a. During the office hours you are expected to execute the responsibilities assigned to you with full dedication and honesty. You shall comply with the rules, regulations and policies as outlined in the various policies/notifications published by the Company from time to time.
- b. You may be required to undertake travel for official purposes for which the Company will make necessary arrangements or reimburse the expenses incurred by you as pre-determined by the Company.
- c. During your association with the Company (not limited only to the period of internship), you shall not directly or indirectly engage in any conduct which is adverse to the best interests of the Company.
- d. You shall at all times maintain exemplary conduct, decorum and shall also uphold honesty and integrity in all your actions.

Sunquest Information Systems (India) Private Limited

(Formerly known as Atlas Healthcare Software India Private Limited)

Registered Office: Adventz Infinity@5, 8th Floor, Unit 804-807, Plot-5, Block-BN, Salt Lake, Sector-V, Kolkata, WB 700091 Tel: 91 33 2357 3000

Bangalore Office: Indraprastha Equinox, 3rd Floor, No. 23, 100 Feet Inner Ring Road, Bangalore, KA 560095 Tel: 91 80 6135 7300

Coimbatore Office: Building A1, Span Ventures Pvt. Ltd. – SEZ, Pollachi Main Road, Eachanari, Coimbatore, TN 641021 Tel: 91 422 4270011

www.sunquestinfo.com

CIN: U72900WB2007FTC120433

4. CONFLICT OF INTEREST:

- a. During your period of internship, the Company will entrust you with assignments and responsibilities as it may deem fit and it would expect you to accept the same with high faith and commitment. However, it would expect you not to undertake any other activities which would be in conflict with the interest of the Company.
- b. In case of any conflict or doubt, you are expected to discuss the matter with your Manager or Manager People Operations to understand the Company's perspective and resolve the conflict.
- c. In Addition to the above mentioned points, you will also be governed by Clauses in the "Employee Handbook" and the "RESTRICTIVE COVENANTS OF INTERNSHIP" duly signed by you at the time of joining internship.

5. CONFIDENTIALITY AND NON -DISCLOSURE:

- a. You would be expected to maintain confidentiality associated with your work behavior and breach of this work behavior would attract very severe disciplinary action. You would be expected not to share information with regard to Company's data or client organizations or any other information that you may become privy to in the course of your engagement with the Company, to other individuals within or outside of the Company, or other organizations.
- b. In Addition to the above mentioned points you will be governed by Clauses in the "Employee Handbook" and "RESTRICTIVE COVENANTS OF INTERNSHIP" duly signed by you at the time of joining internship.

6. TERMINATION:

- a. Your Internship will begin on April 4, 2022 and will terminate automatically on October 03, 2022. However the company, at its discretion, might choose to supersede the internship letter by a written Appointment Letter that you commit to accept. This Appointment Letter will be handed over to you before four working days of the expiration of the internship period. In case the Company does not choose to hire you as an employee, at its discretion, on the expiry of the internship, your internship will stand terminated on and from October 03, 2022.
- b. If your termination of internship is on the grounds of misconduct or consequence of any other disciplinary matter(s) the Company may cease your internship with immediate effect.

7. FUTURE ENGAGEMENT:

- a. Being mindful of the high cost of extensive training incurred by the Company, you agree to serve the company for the entire duration of the Internship, and concurrently accept the appointment with the Company, if the Company intends to appoint you as a Permanent employee.
- b. If clause 7(a) is not acceptable to you, you agree to compensate the Company with an amount equivalent to the notional cost of the initial Company sponsored training given to you, as well as the stipend amount paid/payable for the entire duration of the Internship period.

8. RULES AND REGULATIONS:

You shall abide by the rules and regulations of the Company which are in force and/or may be framed from time to time.

9. SAFETY OF COMPANY'S ASSETS AND LIFE:

You shall be responsible for the safe-keeping of all the Company's property and observance of all safety protocols failing which the Company reserves its right to take appropriate disciplinary action against you. The disciplinary action may include fine or termination from the internship of the Company or both depending on the extent of the misconduct.

10. PERSONAL INFORMATION:

It is obligatory on your part to keep the Company updated of any changes in your personal information like residential address, civil status, and related areas.

Please confirm that the above terms are acceptable to you and that you accept them by signing a copy of this Internship Letter.

Sincerely,

ViteshBalaji P
Manager People Operations

ACCEPTANCE AND ACKNOWLEDGEMENT OF TERMS AND CONDITIONS:

I hereby acknowledge that I have been provided with relevant time to go through this internship letter and understand its contents and I consciously accept all the terms and conditions of internship with Sunquest Information Systems (India) Private Limited as stated in the Internship Letter:

Signature: _____

Printed Name: Rishabh Sharma

Date: _____

Date of Joining: _____

ACKNOWLEDGEMENT

I hereby acknowledge that I have received and have been provided with relevant time to read and understand the following documents and that I shall be covered by the terms and conditions stated in these documents and in addition by the policies which will be framed by the Company, Sunquest Information Systems (India) Private Limited, during my tenure of internship:

1. Internship Bond Declaration
2. Restrictive Covenants of Internship
3. Policy and Procedure - Access to Live Client Environments
4. Resolution # 4 – Password Security
5. Resolution # 5 – Patient Information
6. Employee Personal Information Form (employee emergency contact information)

Signature: _____

Printed Name: Rishabh Sharma

Date: _____

Date of Joining: _____



Letter of Intent (LOI)

Superset ID: 1387445

January 07, 2022

Dear Anupama raj,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 2 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 2 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



ITS Placement <crc_itsecgn@its.edu.in>

Fwd: TCS Offer Letter of Aasif Jamal

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Dec 17, 2021 at 4:44 PM

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

From: **Aasif Jamal** <aasifjamalja_cse18@its.edu.in>
Date: Fri, Dec 17, 2021 at 1:52 PM
Subject: Fwd: TCS Offer Letter of Aasif Jamal
To: Shalini Khatri <shalini.khatri@its.edu.in>

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

From: **TCS Recruitment - Entry Level** <recruitment.entrylevel@tcs.com>
Date: Wed, 15 Dec 2021, 10:18
Subject: TCS Offer Letter
To: <aasifjamalja_cse18@its.edu.in>

Dear **Aasif Jamal**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS. Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) / ilp.support@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

=====

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ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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46, Knowledge park-III, Greater Noida- 201310
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 **DT20218287856_OL.pdf**
728K

Abhishek Kumar

Email id: abhisheky06880@gmail.com

Dear Abhishek,

We are happy to offer you to join as a **“Retainer”** in **“Survey Programming Team”** at **E2E Research** and be a part of our esteemed family with effect from **17th January’22**. Kindly bring the below documents as per our company policy-

E2E Photocopy of educational certificates

E2E Copy of Pan Card

E2E 2 latest passport size photographs

E2E Copy of Aadhaar Card

E2E 1st two pages of your bank passbook showing your name, account number, bank name,

bank branch and IFSC code **OR** share front page of your cheque leaflet displaying your name,

account number, bank name, bank branch and IFSC code.

This offer will constitute an agreement between company and the Retainer for the period of 2.5 months or may be extended by the company (Depending upon individual’s performance). During this period, individual agrees to devote up to 8 hours per day on assignments to be determined by the company. Work normally be performed at the office of company. Work priority and scheduling will be at the discretion of the company.

Payment for these services will be paid to retainer at the amount of Rs. 12500/- per month and will be made for the following month no later than the 1st week of each month. Post training, if confirmed as a permanent employee, your CTC will vary between 3-3.5 lac per annum (Depending upon performance)

We look forward to you joining our team and hope that you will take all the opportunities to the level of success.

****This is a computer-generated document and does not require signature****

Corporate Address

409, D 21, Corporate Park,
Sector-21, Dwarka New Delhi-110077

Registered Address

A 303 Ground floor, Chandralok apartment,
Sector-19B, Dwarka, New Delhi-110075

Prince Kumar Jha

Email id: princekumarjhaaj_ece18@its.edu.in

Dear Prince,

We are happy to offer you to join as a **“Retainer”** in **“Survey Programming Team”** at **E2E Research** and be a part of our esteemed family with effect from **17th January’22**. Kindly bring the below documents as per our company policy-

E2E Photocopy of educational certificates

E2E Copy of Pan Card

E2E 2 latest passport size photographs

E2E Copy of Aadhaar Card

E2E 1st two pages of your bank passbook showing your name, account number, bank name,

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Sector-21, Dwarka New Delhi-110077

Registered Address

A 303 Ground floor, Chandralok apartment,
Sector-19B, Dwarka, New Delhi-110075

Fwd: Talentise Global | Final Result (List 2) - Black Box Corporation - B.E/B.Tech (CSE/IT)- 2021 & 2022 Batch - DELHI NCR - ITSEC

1 message

Somesh Nath <crc1.engg@its.edu.in>

Wed, Aug 17, 2022 at 9:34 AM

To: Mohd Hilal <mohdhilal.lib@its.edu.in>, ITS Placement <crc_itsecgn@its.edu.in>

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

From: Somesh Nath <crc1.engg@its.edu.in>

Date: Tue, Aug 16, 2022 at 11:47 AM

Subject: Re: Talentise Global | Final Result (List 2) - Black Box Corporation - B.E/B.Tech (CSE/IT)- 2021 & 2022 Batch - DELHI NCR - ITSEC

To: sweeta singh <Sweetapalsinghsp_ ece18@its.edu.in>, abhishek yadav <abhisheksinghyadavvsy_cse18@its.edu.in>, HOD Engg GN <hod_engg_gn@its.edu.in>, Director Engg <dir.engg@its.edu.in>, Sadhana Dwivedi <frontoffice.engg@its.edu.in>, Shaily Rai <shaily.ra@its.edu.in>, ITS Placement <crc_itsecgn@its.edu.in>

Cc: Raju Das - Talentise Global <raju@talentiseglobal.com>, <subhajit@talentiseglobal.com>, Campus NCR - Talentise Global <campus.ncr@talentiseglobal.com>

Congratulations on final selection. Best of Luck

On Tue, Aug 16, 2022 at 11:36 AM Campus NCR - Talentise Global <campus.ncr@talentiseglobal.com> wrote:

**FINAL RESULT(LIST 2)| BLACK BOX CORPORATION
B.E/B.Tech(CSE/IT)| 2021 & 2022 Batch**

Dear Sir,

Greetings From Talentise Global !!

TALENITISE GLOBAL has been given the responsibility of organizing & coordinating an "Integrated Virtual Campus Drive" by & for "Black Box Corporation" for the 2021 passed out & 2022 passing out batch B.E/B.Tech candidates from few selected colleges in your region.

Please refer below for the selected candidate.



Selected candidate :

SL.NO.	CANDIDATE NAME	GENDER	INSTITUTE STATE	COURSE	STREAM	INSTITUTE NAME	EMAIL ID	PHONE NUMBER	Status
1	SHWETA KUMARI	FEMALE	DELHI NCR	B.E/B.TECH	CSE	ITSEC	shwetak5517@gmail.com	6200221177	Selected
2	VIVEK SHUKLA	MALE	DELHI NCR	B.E/B.TECH	CSE	RKGIT	vivekcs_2018@rkgitw.edu.in	9999306182	Selected
3	ABHISHAIK SINGH YADAV	MALE	DELHI NCR	B.E/B.TECH	CSE	ITSEC	abhisheksinghyadavvsy_cse18@its.edu.in	8174877563	Selected

Please Note:

- The Institutes are requested to inform the candidates and respond to us their respective acceptance latest within 18th May 2022 by 05:30 PM.


We congratulate the candidates for his great success & wish him for bright future.

DISCLAIMER : TALENITISE GLOBAL

- TALENITISE GLOBAL does not commit or guarantee any job to any candidate of the institute while performing its responsibilities within the scope of the work in this initiative.
- The Final recruitment will be carried out through by the corporate depending / matching with their satisfaction & expectation with the candidate.
- TALENITISE GLOBAL (at any stage) in no way will influence/interfere or play any role in the recruitment / selection process of the corporate/employer.
- TALENITISE GLOBAL does not commit any vacancy in any form from any particular company or organization under this initiative.
- The selected candidates will not have to pay any fees or amount to any party concerned in this recruitment drive.
- If a candidate is offered from this recruitment drive under this initiative (also when the candidates accept the offer), the candidate will not be entitled to appear for any other recruitment process as organized by TALENITISE GLOBAL in terms of PLACEMENT (CAMPUS) SUPPORT INITIATIVE.
- TALENITISE GLOBAL will not be responsible for any change made by the recruiting organization in terms of recruitment offer or joining status at a later stage.

If you need any further explanation, please let us know.

Thanks & Regards,
Gourab Chatterjee

cid:part8.05030507.09080209@talentiseglobal.com

Somesh Nath

Corporate Resource Center

+91 8756099901

--

Thanks & Regards,

Somesh Nath

Manager - (T & P)

Corporate Resource Center

+91 8756099901

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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February 19, 2022

Mr. / Ms. Pawan Kumar Mishra
Gurugram

Dear Pawan Kumar Mishra,

Subject: Offer Letter for Employment

Further to your interviews and discussions with us, we are pleased to offer you the position of **Graduate Engineer Trainee** at **Gurugram** with **Decimal Technologies Pvt. Ltd.**

Your date of joining shall be on 7th March 2022. The detail regarding the compensation package are enclosed as Annexure

The offer of employment contained in this letter is conditional upon:

- (a) The Company taking up satisfactory references with two of your former employers – your last one and one other.
- (b) You're furnishing us a "relieving certificate" from your former employer.
- (c) Providing us a salary certificate and Form 16 specifying the income tax amount
- (d) You're providing us with a proof of your qualifications.
- (e) You're providing us with 2 identity proofs.

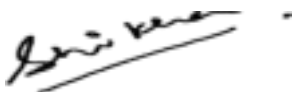
Please confirm your acceptance of this offer of employment by signing the duplicate copy of this letter. If we do not receive the signed letter or in electronic form confirming your acceptance of this offer within one days from the date of this letter, this offer would stand withdrawn.

Further, on the date of joining you shall be required to execute a definitive contract of employment with the Company. Your employment with the Company shall be governed by the said contract of employment.

We shall be very pleased to welcome you to Decimal and hope that you will have a successful and rewarding career with Decimal. I look forward to meeting you in due course.

Yours sincerely

For **Decimal Technology Pvt. Ltd.**



Shikha Dhillon
Authorized Signatory

Annexure A

Employee Name:	Pawan Kumar Mishra	
Location:	Gurugram	
Component	Per Month	Per Annum
Basic Salary	17,334.00	208,008.00
House Rent Allowance (HRA)	8,667.00	104,004.00
Children Education Allowance	200.00	2,400.00
Children Hostel Allowance	600.00	7,200.00
Books And Periodicals Reimbursement	1,000.00	12,000.00
Mobile and Internet Reimbursement	1,000.00	12,000.00
Attire Allowance	-	-
Fuel Allowance	-	-
LTC	-	-
Meal Voucher	-	-
CCA	5,867.00	70,404.00
PF Contribution (Employer' Contribution)	1,950.00	23,400.00
LWF (Employer' Contribution)	50.00	600.00
Gratuity (as per the payment of Gratuity Act 1972)	832.00	9,984.00
Total Gross Annual Compensation	37,500.00	450,000.00

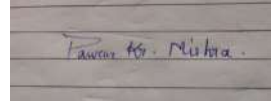
The aforesaid compensation shall be subject to the usual tax deductions.

You will also be covered under Group Medical Insurance Cover of Rs.3 lacs and accidental insurance cover of Rs. 5 lacs.

You will be eligible for one time joining bonus of Rs. 50000 after successful completion of 2 months starting from your joining date. In case you don't serve the company for eighteen months starting from your joining date you have to return the amount equivalent to the joining bonus to the company.



Shikha Dhillon



Pawan Kumar Mishra

Decimal Technologies Pvt. Ltd.

8th Floor, Tower D, Pioneer Urban Square, Golf Course Extension Road, Sector 62, Gurgaon



Ericsson Confidential
INTERNSHIP LETTER

Date
2022-01-20

Reference
EGIL/HR-22:456 Uen

Your Date

Your Reference

Attending to this matter
NO/EGI/H Rajat Bajaj/AS

Mr. Saqlain Mustaque

Dear Mr. Mustaque,

This has reference to your request letter for Internship in our organization and subsequent discussion regarding the same. We are pleased to allow you for this training in our organization (Virtually), starting from 07-Feb-2022 to 06-Aug-2022.

You will be assigned a project upon joining by Sumit Agarwal

Please contact Sumit Agarwal on the day of joining.

With best wishes

Yours sincerely,

For ERICSSON INDIA GLOBAL SERVICES PRIVATE LIMITED

Rajat Bajaj
Talent Acquisition
Human Resources

Ericsson India Global Services Private Limited

Knowledge Boulevard,

A-8A, Sector 62A. (VIRTUALLY)

INDIA - 201 309

www.ericsson.co.in / www.ericsson.com

Tel: + 91 120 3029200

Tel: + 91 120 4256000

Fax: + 91 120 3029135

Registered Office

4th Floor, Dakha House

18/17, W.E.A., Pusa Lane,

Karol Bagh,

New Delhi 110 005 INDIA

Fwd: Ericsson Final Result - ITS

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Mon, Dec 27, 2021 at 9:41 AM

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

From: **Arunima Sharma** <arunima.sharma@ericsson.com>

Date: Fri, Dec 24, 2021 at 5:27 PM

Subject: RE: Ericsson Online test - ITS

To: Shalini Khatri <shalini.khatri@its.edu.in>

Cc: Sunaina Jain <sunaina.jain@ericsson.com>, Yuvraj Huria <yuvraj.huria@ericsson.com>

Hi Shalini,

We are pleased to inform you that we would like to go ahead with below candidates for **Internship + Full time** offer. Please cascade the same to students & confirm to us their acceptance of the offer. Let us also know by when will the students be available for internship.

Name	Gender	Date of Birth	Mobile	Email	Roll Number	College
Azad Hussain	Male	25-Jan-2000	+91 7985344279	azadhussaings_cse18@its.edu.in	1822210038	ITS Engineering College
Ashish Kumar	Male	07-Mar-2000	+91 8210422733	vinitkumar5728@gmail.com	1822231014	ITS Engineering College
Saqlain Mustaque	Male	28-Oct-2000	+91 9262733859	saqlainmushtaquemn_cse18@its.edu.in	1822210082	ITS Engineering College
Prabhakar Kumar	Male	09-Aug-2001	+91 7258039264	prabhakarmk_ece18@its.edu.in	1822231034	ITS Engineering College
Md Shahrukh Amber	Male	26-Dec-1999	+91 8083372242	shahrukhamber000000@gmail.com	1822231022	ITS Engineering College

Regards,

Arunima

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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Fwd: Cognizant Campus Hiring 2022 Results- GenC, GenC Elevate & GenC Next

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Dec 29, 2021 at 12:44 PM

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

From: <Garima.Behl@cognizant.com>

Date: Wed, Dec 29, 2021 at 12:22 PM

Subject: Cognizant Campus Hiring 2022 Results- GenC, GenC Elevate & GenC Next

To: <shalini.khatri@its.edu.in>

Cc: <Maya.Sreekumar@cognizant.com>, <Aswathy.Venugopal@cognizant.com>, <GenCHR@cognizant.com>,<Morvi.Dhawan@cognizant.com>



Campus Hiring - 2022

From internship to higher education

We have you covered!



Dear Professor,

Greetings from Campus Recruitment Team!

After an exciting Hiring season, we are happy to share the most awaited **Final Consolidated Results** for the Interviews conducted for the **Campus GenC, GenC Elevate and GenC Next**.

Our **heartiest congratulations** to all the selected candidates & we look forward to onboard them into the Cognizant fraternity.

We would like to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to appreciate the partnership between Cognizant and your esteemed institution by which we have been able to identify the best talents and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the **Employer of Choice**.

Please find the final results attached for GenC, GenC Elevate & GenC Next here with for your college. GenC Pro results will be announced shortly.

Note: The LOI (Letter of Intent) will be released to the shortlisted candidates shortly. Acceptance of LOI will be considered as the offer acceptance & we will keep you updated on the progress.

Disclaimer:

- At any point in time, if the self-profile declared by the student during the registration process is found to be false or if the student is found to have indulged in any sort of malpractice, this confirmation will be withdrawn

- The selected candidates are subject to **internal audit process**. In case, any observation is found to be inappropriate, it will lead to a withdrawal of the selection.
- Kindly consider this as the final list of candidates who **successfully cleared all rounds** of the GenC, GenC Elevate & GenC Next recruitment processes.
- We request you to thoroughly validate the candidates' authenticity i.e. If any candidate(s) from the attached list is not from your respective college, please let us know. At the time of background verification, such candidates will get disqualified.
- Cognizant takes its hiring practices seriously and appreciates you keeping the Company informed of any individuals posing as Cognizant employees who make false job offers using Cognizant's name. We remind you that while recruiting employees, Cognizant will only communicate with you through authentic Cognizant email addresses and Cognizant will never extend any job offers to anyone based on an online application without first conducting an in-person, video, or telephone interview through verified encrypted channels. If any such mails purporting to come from Cognizant are received, we advise you to contact us at GenCHRCComplianceIND@cognizant.com

Regards,

Human Resources – GenC



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 **ITS Engineering College, Greater Noida.xlsx**
16K

Superset ID	Name	Email Id	College	Phone Number	Category of Hire
1361873	Tanmay Srivastava	tanmayraj777@gmail.com	ITS Engineering College, Greater Noida	7880550243	GenC - Select
1386777	Satyender	kumarsatyender09@gmail.com	ITS Engineering College, Greater Noida	8800511094	GenC - Select
1387445	Anupama raj	rajanu821012@gmail.com	ITS Engineering College, Greater Noida	9905506730	GenC - Select
1389161	Saket Tiwari	sakettiwari_cse18@its.edu.in	ITS Engineering College, Greater Noida	7753042800	GenC - Select
1395578	Monika Sharma	monikasharmanks_cse18@its.edu.in	ITS Engineering College, Greater Noida	9958350822	GenC - Select
1401654	Abhay Purwar	abhaymp_ece18@its.edu.in	ITS Engineering College, Greater Noida	9169437769	GenC - Select
1403028	ARJUN KUMAR	arjunk201717@gmail.com	ITS Engineering College, Greater Noida	8375034660	GenC - Select
1508607	Prajwal Raj	rprajwal667@gmail.com	ITS Engineering College, Greater Noida	9721468450	GenC - Select
1513657	Apurwa	apurwasld_cse18@its.edu.in	ITS Engineering College, Greater Noida	7903040859	GenC - Select
1595742	Naman Garg	namangargpkg_ece18@its.edu.in	ITS Engineering College, Greater Noida	8383055742	GenC Next - Select
1603177	Shivam Sharma	shivamsharmabs_cse18@its.edu.in	ITS Engineering College, Greater Noida	6386080344	GenC - Select
1609254	Apoorva Ojha	apoorvaoghagso_ece18@its.edu.in	ITS Engineering College, Greater Noida	8318740495	GenC - Select
1611237	Pramod Yadav	Pramodyadavry_eee18@its.edu.in	ITS Engineering College, Greater Noida	8756881919	GenC - Select
1611591	Sakshi Rawat	sakshirawatakr_cse18@its.edu.in	ITS Engineering College, Greater Noida	9968114230	GenC - Select
1617841	Krati Awasthi	kratiawasthika_cse18@its.edu.in	ITS Engineering College, Greater Noida	6396778491	GenC Elevate - Select
1628467	Shubham Yadav	shubhamyadavssy_cse18@its.edu.in	ITS Engineering College, Greater Noida	9873098825	GenC Next - Select
1689574	Shashank Kumar	shashankkumarksb_ece18@its.edu.in	ITS Engineering College, Greater Noida	8709918875	GenC - Select
1705632	Nikita Pandey	nikitapandeyvkp_ece18@its.edu.in	ITS Engineering College, Greater Noida	8881529861	GenC - Select
1708786	akanksha mishra	mishraakanksha255@gmail.com	ITS Engineering College, Greater Noida	8429817442	GenC - Select
1715161	Kartikeye Pandey	kartikeyepandeybp_cse18@its.edu.in	ITS Engineering College, Greater Noida	9616829052	GenC - Select
1719233	Paras Nath Yadav	yadavparas277@gmail.com	ITS Engineering College, Greater Noida	7827341774	GenC - Select
1740774	Tushar Verma	tusharvermarv_ece18@its.edu.in	ITS Engineering College, Greater Noida	7042407925	GenC Elevate - Select
1742856	Dhananjay Kushwaha	dhananjaykush278@gmail.com	ITS Engineering College, Greater Noida	7752991351	GenC - Select
1743354	CHETNA PAL	chetnapalrk_cse18@its.edu.in	ITS Engineering College, Greater Noida	9355113501	GenC - Select
1762006	AARADHYA AGRAWAL	aaradhyaagarwalra_ce18@its.edu.in	ITS Engineering College, Greater Noida	7007907100	GenC - Select
1785132	Sonali Tiwari	sonalit433@gmail.com	ITS Engineering College, Greater Noida	7678266567	GenC - Select
2205656	Aniket Bansal	aniketbansaldb_ece18@its.edu.in	ITS Engineering College, Greater Noida	8112216931	GenC - Select
2205810	Abhishek Kushwaha	abhishekkushwahasn_cse18@its.edu.in	ITS Engineering College, Greater Noida	8808362815	GenC - Select
2205905	SHASHWAT TRIPATHI	shashwattripathiat_ece18@its.edu.in	ITS Engineering College, Greater Noida	6386693932	GenC - Select
2209654	Ayush Gupta	ayushguptassg_cse18@its.edu.in	ITS Engineering College, Greater Noida	9205976788	GenC Elevate - Select
2210991	Shivam Singh	shivamsinghps_eee18@its.edu.in	ITS Engineering College, Greater Noida	7303617383	GenC - Select
2211518	HARSHIT ROY	harshithsr_eee18@its.edu.in	ITS Engineering College, Greater Noida	9521401452	GenC - Select
2216879	Praveen Kumar	praveenkumarnc_me18@its.edu.in	ITS Engineering College, Greater Noida	8076397368	GenC - Select

To
Mr. Paras Nath Yadav
H-172 Alpha 2, Gr. Noida
201310

Date: 06-04-2022

Letter of Intent

Dear Mr. Paras Nath Yadav,

This has reference to your application and the subsequent interview/meetings you had with us. We are pleased to offer you the position of **GET – Maintenance Electrical** at our **Simga Plant - Balodabazar** on terms and conditions mutually agreed with you and documented. You are advised to join on or before **16th April, 2022**. A detailed appointment letter shall be issued within weeks' time of your joining.

At the time of joining, you are required to submit the photocopy of the following documents. Please carry a copy of original documents on the day of joining for endorsement of documents submitted.

36. All academic qualification certificates.
37. Experience/Relieving Certificate from previous employer if previously employed.
38. Copy of PAN Card.
39. Photo ID Address Proof (Aadhar Card/Driving License/Passport).
40. Recent passport size photographs (2 Nos).

Kindly sign the duplicate copy of this letter as a token of your acceptance of this letter.

Please feel free to contact us if you need any assistance for joining.

Yours faithfully,

For: APL Apollo Building Products Pvt. Ltd.



Authorized Signatory



Letter of Intent (LOI)

Superset ID: 1762006

January 07, 2022

Dear AARADHYA AGRAWAL,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 2 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 2 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources

Fwd: Cognizant Campus Hiring 2022 Results- GenC, GenC Elevate & GenC Next

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Dec 29, 2021 at 12:44 PM

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

From: <Garima.Behl@cognizant.com>

Date: Wed, Dec 29, 2021 at 12:22 PM

Subject: Cognizant Campus Hiring 2022 Results- GenC, GenC Elevate & GenC Next

To: <shalini.khatri@its.edu.in>

Cc: <Maya.Sreekumar@cognizant.com>, <Aswathy.Venugopal@cognizant.com>, <GenCHR@cognizant.com>,<Morvi.Dhawan@cognizant.com>



Campus Hiring - 2022

From internship to higher education

We have you covered!



Dear Professor,

Greetings from Campus Recruitment Team!

After an exciting Hiring season, we are happy to share the most awaited **Final Consolidated Results** for the Interviews conducted for the **Campus GenC, GenC Elevate and GenC Next**.

Our **heartiest congratulations** to all the selected candidates & we look forward to onboard them into the Cognizant fraternity.

We would like to extend our gratitude for collaborating with us in our completely virtual recruitment process and helping us make it a success. Once again, we would like to appreciate the partnership between Cognizant and your esteemed institution by which we have been able to identify the best talents and build a strong and skilled digital workforce. We look forward to our continued association and to further strengthen our position as the **Employer of Choice**.

Please find the final results attached for GenC, GenC Elevate & GenC Next here with for your college. GenC Pro results will be announced shortly.

Note: The LOI (Letter of Intent) will be released to the shortlisted candidates shortly. Acceptance of LOI will be considered as the offer acceptance & we will keep you updated on the progress.

Disclaimer:

- At any point in time, if the self-profile declared by the student during the registration process is found to be false or if the student is found to have indulged in any sort of malpractice, this confirmation will be withdrawn

- The selected candidates are subject to **internal audit process**. In case, any observation is found to be inappropriate, it will lead to a withdrawal of the selection.
- Kindly consider this as the final list of candidates who **successfully cleared all rounds** of the GenC, GenC Elevate & GenC Next recruitment processes.
- We request you to thoroughly validate the candidates' authenticity i.e. If any candidate(s) from the attached list is not from your respective college, please let us know. At the time of background verification, such candidates will get disqualified.
- Cognizant takes its hiring practices seriously and appreciates you keeping the Company informed of any individuals posing as Cognizant employees who make false job offers using Cognizant's name. We remind you that while recruiting employees, Cognizant will only communicate with you through authentic Cognizant email addresses and Cognizant will never extend any job offers to anyone based on an online application without first conducting an in-person, video, or telephone interview through verified encrypted channels. If any such mails purporting to come from Cognizant are received, we advise you to contact us at GenCHRCComplianceIND@cognizant.com

Regards,

Human Resources – GenC



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ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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 **ITS Engineering College, Greater Noida.xlsx**
16K

Superset ID	Name	Email Id	College	Phone Number	Category of Hire
1361873	Tanmay Srivastava	tanmayraj777@gmail.com	ITS Engineering College, Greater Noida	7880550243	GenC - Select
1386777	Satyender	kumarsatyender09@gmail.com	ITS Engineering College, Greater Noida	8800511094	GenC - Select
1387445	Anupama raj	rajanu821012@gmail.com	ITS Engineering College, Greater Noida	9905506730	GenC - Select
1389161	Saket Tiwari	sakettiwari_cse18@its.edu.in	ITS Engineering College, Greater Noida	7753042800	GenC - Select
1395578	Monika Sharma	monikasharmanks_cse18@its.edu.in	ITS Engineering College, Greater Noida	9958350822	GenC - Select
1401654	Abhay Purwar	abhaymp_ece18@its.edu.in	ITS Engineering College, Greater Noida	9169437769	GenC - Select
1403028	ARJUN KUMAR	arjunk201717@gmail.com	ITS Engineering College, Greater Noida	8375034660	GenC - Select
1508607	Prajwal Raj	rprajwal667@gmail.com	ITS Engineering College, Greater Noida	9721468450	GenC - Select
1513657	Apurwa	apurwasld_cse18@its.edu.in	ITS Engineering College, Greater Noida	7903040859	GenC - Select
1595742	Naman Garg	namangargpkg_ece18@its.edu.in	ITS Engineering College, Greater Noida	8383055742	GenC Next - Select
1603177	Shivam Sharma	shivamsharmabs_cse18@its.edu.in	ITS Engineering College, Greater Noida	6386080344	GenC - Select
1609254	Apoorva Ojha	apoorvaojhagso_ece18@its.edu.in	ITS Engineering College, Greater Noida	8318740495	GenC - Select
1611237	Pramod Yadav	Pramodyadavry_eee18@its.edu.in	ITS Engineering College, Greater Noida	8756881919	GenC - Select
1611591	Sakshi Rawat	sakshirawatakr_cse18@its.edu.in	ITS Engineering College, Greater Noida	9968114230	GenC - Select
1617841	Krati Awasthi	kratiawasthika_cse18@its.edu.in	ITS Engineering College, Greater Noida	6396778491	GenC Elevate - Select
1628467	Shubham Yadav	shubhamyadavssy_cse18@its.edu.in	ITS Engineering College, Greater Noida	9873098825	GenC Next - Select
1689574	Shashank Kumar	shashankumarksb_ece18@its.edu.in	ITS Engineering College, Greater Noida	8709918875	GenC - Select
1705632	Nikita Pandey	nikitapandeyvkp_ece18@its.edu.in	ITS Engineering College, Greater Noida	8881529861	GenC - Select
1708786	akanksha mishra	mishraakanksha255@gmail.com	ITS Engineering College, Greater Noida	8429817442	GenC - Select
1715161	Kartikeye Pandey	kartikeyepandeybp_cse18@its.edu.in	ITS Engineering College, Greater Noida	9616829052	GenC - Select
1719233	Paras Nath Yadav	yadavparas277@gmail.com	ITS Engineering College, Greater Noida	7827341774	GenC - Select
1740774	Tushar Verma	tusharvermarv_ece18@its.edu.in	ITS Engineering College, Greater Noida	7042407925	GenC Elevate - Select
1742856	Dhananjay Kushwaha	dhananjaykush278@gmail.com	ITS Engineering College, Greater Noida	7752991351	GenC - Select
1743354	CHETNA PAL	chetnapalrk_cse18@its.edu.in	ITS Engineering College, Greater Noida	9355113501	GenC - Select
1762006	AARADHYA AGRAWAL	aaradhyaagarwalra_ce18@its.edu.in	ITS Engineering College, Greater Noida	7007907100	GenC - Select
1785132	Sonali Tiwari	sonalit433@gmail.com	ITS Engineering College, Greater Noida	7678266567	GenC - Select
2205656	Aniket Bansal	aniketbansaldb_ece18@its.edu.in	ITS Engineering College, Greater Noida	8112216931	GenC - Select
2205810	Abhishek Kushwaha	abhishekkushwahasn_cse18@its.edu.in	ITS Engineering College, Greater Noida	8808362815	GenC - Select
2205905	SHASHWAT TRIPATHI	shashwattripathiat_ece18@its.edu.in	ITS Engineering College, Greater Noida	6386693932	GenC - Select
2209654	Ayush Gupta	ayushguptassg_cse18@its.edu.in	ITS Engineering College, Greater Noida	9205976788	GenC Elevate - Select
2210991	Shivam Singh	shivamsinghps_eee18@its.edu.in	ITS Engineering College, Greater Noida	7303617383	GenC - Select
2211518	HARSHIT ROY	harshithsr_eee18@its.edu.in	ITS Engineering College, Greater Noida	9521401452	GenC - Select
2216879	Praveen Kumar	praveenkumarnc_me18@its.edu.in	ITS Engineering College, Greater Noida	8076397368	GenC - Select

Fwd: Nagarro | Campus Placement | ITS Engineering College

Shalini Khatri <shalini.khatri@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Thu, Dec 30, 2021 at 11:51 AM

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

From: **Rishabh Mishra** <rishabh.mishra@nagarro.com>
 Date: Thu, Dec 30, 2021 at 11:34 AM
 Subject: RE: Nagarro | Campus Placement | ITS Engineering College
 To: Shalini Khatri <shalini.khatri@its.edu.in>
 Cc: Ruk Adhikari <ruk.adhikari@nagarro.com>, Gaurav Sharma <gaurav.sharma02@nagarro.com>, Campus Hiring <campushiring@nagarro.com>

Dear Shalini,

Congratulations to final recruits and we look forward to see them on board soon.

Name	E-mail Id	Degree	Contact No	Profile	Status
Prajul Chaudhary	prajulchaudharydc_ece18@its.edu.in	B.Tech ECE	8800984860	SD	Selected
Deepesh Jha	djha.dev1998@gmail.com	B.Tech CSE	7079338235	SD	Selected
Ritik Sharma	ritiksharmaps_cse18@its.edu.in	B.Tech CSE	9818692374	SD	Selected

Warm Regards,

Rishabh Mishra

Analyst: People Enablement

rishabh.mishra@nagarro.com



[Quoted text hidden]

Selected: Invitation: ITS - UI/UX trainee Assignment Drive @ Mon Dec 13, 2021 11am - 2pm (IST) (shalini.khatri@its.edu.in)

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Thu, Jan 6, 2022 at 4:07 PM

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

From: **Aastha Jindal** <aastha.jindal@appinventiv.com>

Date: Tue, Jan 4, 2022 at 5:28 PM

Subject: Re: Invitation: ITS - UI/UX trainee Assignment Drive @ Mon Dec 13, 2021 11am - 2pm (IST) (shalini.khatri@its.edu.in)

To: Shalini Khatri <shalini.khatri@its.edu.in>

Cc: ITS Placement <crc_itsecgn@its.edu.in>, Niharika Rawat <niharika.rawat@appinventiv.com>, <anant.agarwal@appinventiv.com>

Hi Shalini,

Candidate " Saurabh Mishra" is selected for the discussed position of UI/UX trainee
Because of covid we have to extend the joining date. As of now the tentative date is 13th January'22.

CTC offered to the candidate:

Stipend of 12,000 for the next six months of joining. On successful completion of 6 months we will offer a package which will be performance based.

The Bandwidth will be INR 3,00,000-3,60,000 annually & a legal employment bond for 2 years starting from the date of joining of the employee.

Thank You



Aastha Jindal
Sr. HR Executive || Appinventiv
Appinventiv Technologies Pvt Ltd

Contact No. 120-4174793
B- 25, Sector 58, Noida-201301



Follow us on LinkedIn



ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
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Fwd: ITS Engineering College, Gr. Noida_ Koyo Electronics- Campus Placement Batch 2022.

Shalini Khatri <shalini.khatri@its.edu.in>
To: crc_itsecgn@its.edu.in

Tue, Jan 18, 2022 at 3:56 PM

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

From: **HR Admin (Koyo Electronics)** <hradmin@koyoele.in>
Date: Tue, Jan 18, 2022 at 1:23 PM
Subject: RE: ITS Engineering College, Gr. Noida_ Koyo Electronics- Campus Placement Batch 2022.
To: Shalini Khatri <shalini.khatri@its.edu.in>, Dr. Ashu Nagpal <ashu.nagpal@koyoele.in>
Cc: Sumit Nagpal <sumit.nagpal@koyoele.in>, <hradmin@koyoele.in>

Dear Shalini,

This is to inform you that we have selected Anjesh Yadav.

Regards,

Ashu

From: Shalini Khatri [mailto:shalini.khatri@its.edu.in]
Sent: Friday, January 14, 2022 3:21 PM
To: Dr. Ashu Nagpal <ashu.nagpal@koyoele.in>
Cc: HR Admin (Koyo Electronics) <hradmin@koyoele.in>; Sumit Nagpal <sumit.nagpal@koyoele.in>
Subject: Re: ITS Engineering College, Gr. Noida_ Koyo Electronics- Campus Placement Batch 2022.

Hi Ashu,

As discussed, kindly include Vishal Kumar Baitha (ECE) for the process. Enclosing his resume.

Regards

Shalini Khatri

Head CRC

On Tue, Jan 11, 2022 at 1:11 PM Shalini Khatri <shalini.khatri@its.edu.in> wrote:

Hi Ashu,

Your confirmation for 15th January 2022 (Saturday) is still awaited.

Kindly confirm the same along with the time.

Regards

Shalini Khatri

Head Corporate Resource Center (CRC)

Mobile No: 9582428428

ITS Engineering College & ITS Dental College



On Fri, Jan 7, 2022 at 4:22 PM Shalini Khatri <shalini.khatri@its.edu.in> wrote:

Dear Ashu,

As discussed, PFA the updated data.

Eligibility: 60 % throughout.

We are confirming the process for 15th January 2022 (Saturday).

Please share the test link.

Regards

Shalini Khatri

Head Corporate Resource Center (CRC)

Mobile No: 9582428428

ITS Engineering College & ITS Dental College



On Wed, Dec 8, 2021 at 5:37 PM Shalini Khatri <shalini.khatri@its.edu.in> wrote:

Hi Ashu,

As discussed, PFA the data of interested candidates.

Kindly share the interview schedule as the drives will go on hold after 13th December 2021 due to their exam.

Regards

Shalini Khatri

Head Corporate Resource Center (CRC)

Mobile No: 9582428428

ITS Engineering College & ITS Dental College



On Thu, Dec 2, 2021 at 11:41 AM Dr. Ashu Nagpal <ashu.nagpal@koyoele.in> wrote:

Dear Shalini,

Greetings !!

Thank you for mail.

Please find the attached JD.

Please share the interested students data.

Regards,

Ashu

+91-9999-589-627

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]



Offer: Computer Consultancy
Ref: TCSL/DT20206550031/Delhi
Date: 13/12/2021

Mr. Anikesh Srivastav
805, Km42Jaypee Kosmos, Sector 134, Noida,
Wajidpur,
Noida-201304,
Uttar Pradesh.
Tel# 91-9549502064

Dear Anikesh Srivastav,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20206550031

1



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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



3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

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

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

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name	Anikesh Srivastav
Designation	Assistant System Engineer-Trainee
Institute Name	I.T.S Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

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



Annexure 2

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



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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



(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 this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

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

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

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

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



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

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

To,

28th Jan 2022

Mr. Shivansh Jaiswal,
Nandana ward East Main road Barhaj,
Deoria, Barhaj, Uttar Pradesh- 274601

SUB: OFFER LETTER

Dear Mr. Shivansh,

It is a matter of pleasure to inform you that you have been selected for the post of **Trainee**. During the interview you were appraised for the position and inducted for Yamaha Motor Solutions (I) Pvt Ltd. We feel that you can make a decided contribution to our efforts. Therefore, we would like to confirm our offer to you for the position as **Trainee** in Yamaha Motor Solutions (I) Pvt Ltd.

Your effective date of Joining would be **1-Feb-2022 (Tue)** on below location:

Yamaha Motor Solutions India Pvt Ltd.
A-3, Industrial Area, Noida-Dadri Road,
Surajpur -201306, Gr. Noida
Distt. Gautam Budh Nagar (U.P.) India.

Work location can be change anytime as per the requirement of the Project.

The formal appointment letter, with necessary details will be issued to you, on submission of all the documents as per attachment.

You are requested to send the acknowledgement of this offer as a token of your acceptance by mail.

You would be required to put maximum efforts possible in getting results as per targets well in time, with utmost quality. You would abide by code of conduct and discipline rules as formulated by the company. Acceptance of appointment letter would mean an acceptance of HR Policies of Yamaha Motor Solutions (I) Pvt. Ltd. We look forward to a long and mutually beneficial association with you. In case of any requirement/explanation, please do not hesitate to call me.

Your CTC Structure would be 6 LPA and based on your performance evaluation your services will be confirmed with the company after 6 months.

Kindly find the below Salary Structure for your kind perusal:

YAMAHA MOTOR SOLUTIONS (INDIA) PRIVATE LIMITED

19/6, Mathura Road, Faridabad, Haryana - 121006, India

Phone: +91-129-4006595, Fax: +91-129-4013957

Regd. Office: 1st Floor, The Great Eastern Centre,

70, Nehru Place, Behind IFCI Tower,

New Delhi - 110019, India

Ph: +91-11-41802255 Fax: +91-11-41802200

E-mail:ymsli@yamaha-motor-india.com

URL: <http://www.ymsl.in/>

CIN:U72900DL2002PTC116738

Total Quality with Team Power

Particulars	Amount in Rs.
Basic Salary	15,000
House Rent Allowance	7,500
PF Contribution of Employer	1,800
Project/Special Allowance	3,312
Annual Bonus (monthly basis)	7,833
Reimbursements: (On submission of bills)	
-	
News Paper & Magazines	1,000
Telephone (One Mobile or One Internet Connection)	2,000
TCC - Monthly	38,445
Gratuity	8,654
Sub Total (Yearly)	469,996
Diwali Bonus *	39,166
TOTAL FIXED CTC (including Monthly Bonus & Diwali Bonus)	509,162
Internet Allowance (WFH)	7,200
-	
Variable Performance Award # (Pro-rata Basis)	84,860
GROSS CTC	601,223

***To be paid on pro rata basis only to employees who are on-rolls at time of Diwali.**

#The quantum of performance award shall be decided and paid in 2 equal instalments during the year.

In Previous years, Variable performance Amount has been paid 100% or more.

YAMAHA MOTOR SOLUTIONS (INDIA) PRIVATE LIMITED

19/6, Mathura Road, Faridabad, Haryana - 121006, India

Phone: +91-129-4006595, Fax: +91-129-4013957

Regd. Office: 1st Floor, The Great Eastern Centre,

70, Nehru Place, Behind IFCI Tower,

New Delhi - 110019, India

Ph: +91-11-41802255 Fax: +91-11-41802200

E-mail: ymsli@yamaha-motor-india.com

URL: <http://www.ymsl.in/>

CIN:U72900DL2002PTC116738

Total Quality with Team Power

Additional Benefits

- * **Work from Home Set-up amount Rs.10000/-**
- * **Medical Insurance of 8 LPA (Employee, Spouse and kids)**
- * **Group Term Insurance of Rs. 20,00,000**

Prior to your joining, you would require to go for Pre-Employment Medical Examination and we shall share the details of it later.

The offer shall be subject to you being declared medically fit.

Please fill the below link and confirm the same over email with offer acceptance:

<https://goo.gl/forms/cAWSh82EOIsWxSnz1>

For Yamaha Motor Solutions (I) Pvt Ltd.,



Surender Singh

Deputy Manager- HR

Yamaha Motor Solutions (I) Pvt Ltd.

YAMAHA MOTOR SOLUTIONS (INDIA) PRIVATE LIMITED

19/6, Mathura Road, Faridabad, Haryana - 121006, India

Phone: +91-129-4006595, Fax: +91-129-4013957

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E-mail: ymsli@yamaha-motor-india.com

URL: <http://www.ymsl.in/>

CIN:U72900DL2002PTC116738

Total Quality with Team Power

To

31st January, 2022

Ms. Shalini Khatri

Training & Placement Officer
ITS, Greater Noida

Subject: Industrial Training cum Placement offer of Your Student in our company.

Dear Sir,

We are pleased to inform you that **Mr. Sooraj Kumar Singh** has been shortlisted for the **Internship training for six months** at **Minda Corporation Limited** with a monthly stipend of **INR 10,000** (Ten Thousand Only).

We welcome **Mr. Sooraj Kumar Singh** in our plant for internship for the period of **1st Feb'22 to 31st Jul'22**.

Please confirm to us arrival date by email: hirdyanand.hirdya@mindacorporation.com

As per standard system and procedure, training opportunity is granted on the following terms:

A. Internship Training:

1. It is presumed that identification of student is well verified by your college during admission.
2. Internship Trainee will report to our factory with copy of this letter signed by TPO of your college, he/she should carry college ID card. It is required for verification.
3. Date of joining will be considered starting date of project. 90% attendance is compulsory for submission of project. Student having more than 95% attendance will be entitled for paid leaves for final examination up to six working days.
4. Company is responsible only for providing training opportunity. Company is not responsible for any liability arising out of any miss happening /accident during internship training period.
5. Internship Trainee will do project in our company as assigned to his/her at Noida/Gr. Noida location.
6. Internship Trainee will have to submit one copy of project report to us, on completion of project for our records.
7. Internship Trainee will abide by factory rules & regulation of the company, such as Timing, Rules, Discipline, Safety norms etc. as applicable in the company.
8. Internship Trainee will do the project under the mentorship which will be assigned by the HR.
9. Company does not provide Hostel/Accommodation & Transport facility will be provided as per company norms to internship trainee.

MINDA CORPORATION LIMITED (SECURITY SYSTEM DIVISION)

CIN : L74899DL1985PLC020401

Office Address : D-6-11, Sector-59, Noida, Uttar Pradesh – 201301, India.

Tel. : +91-120-4787100; Fax : +91-120-4787201

Registered Office : A-15, Ashok Vihar, Phase - I, Delhi - 110052.

Website : www.sparkminda.com

10. During course of internship training, trainee will be going through various internal sensitive information. You should be fully aware of the sensitive nature of Company's information and should not divulge to any person, except with the specific authority of the Management, any information regarding the Company's operations or that of any of its clients.
11. No documents or stationery or any other material of confidential nature should be handed over to any person without the specific written approval of the Management. All documents personally handed over would be entered in the dispatch register prior to handing over the same.
12. You will ensure that no additional softwares /unlicensed softwares other than those provided by the Company would be loaded in the desktop / laptop / work station provided by the company. For such unauthorized uploading / installation you will make yourself liable for strict disciplinary action and all legal actions arising from this issue.

In case of any breach of the conditions of this clause, the Company shall have a right to claim appropriate remedies available under the laws with no claim to the Company.

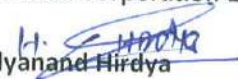
B. National Apprenticeship Training:

13. After completion of internship training for the period of six months, you will undergo the National Apprenticeship Training program for the period of 1 year at Minda Corporation Ltd. with monthly **stipend INR 20,000** (Twenty Thousand Only).
14. Projects/applications will be assigned as per your deployment in the specific department for which you will learn and perform under guidance of Supervisor/Mentor.
15. Performance of your projects and learning will be monitored and reviewed on periodic basis.
16. You will be entitled for leaves as per company policy in-line with NATS Board.

C. Permanent Employment:

17. After successfully completion of National Apprenticeship Training and company requirement, you will be absorbed on company roll as an **"Engineer" at Level IV-C** in any geographical plant location of Minda Corporation Ltd. at **CTC 30,000/Month** (Thirty Thousand Per Month).
18. You will disclose and assign to the company forthwith any discoveries/invention made by you during the tenure of your training and employment with the company and such invention will be the sole property of the company.

Best Wishes
For Minda Corporation Ltd.,


Hirdyanand Hirdya
Lead HR, MCL BV1

MINDA CORPORATION LIMITED (SECURITY SYSTEM DIVISION)

CIN : L74899DL1985PLC020401

Office Address : D-6-11, Sector-59, Noida, Uttar Pradesh – 201301, India.

Tel. : +91-120-4787100; Fax : +91-120-4787201

Registered Office : A-15, Ashok Vihar, Phase - I, Delhi - 110052.

Website : www.sparkminda.com



Date: 4th February 2022

Mr. / Ms. Gaurav Yadav
ITS Engineering College

Sub: Letter of Intent for the role of Graduate Engineer Trainee

Dear Gaurav Yadav,

We are pleased to offer you a letter of intent for a full-time position of Graduate Engineer Trainee at Decimal Technologies Pvt. Ltd. with a start date of 14th March 2022.

In this role, you will be required to do the development work as and when assigned by your manager on any of the mentioned technologies – Java J2EE, Oracle, Angular JS, Python, and Flutter etc. Along with the development role, you will be getting trained on our in house built “Low Code No Code Platform – VAHANA” and doing role of solution building on the same.

The annual starting salary for this position is INR 450000 *as fixed salary and INR 50000 will be paid as a One time Joining Bonus* after completion of 2 months with Decimal Technologies Pvt. Ltd.

Your employment with Decimal Technologies will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason by giving notice to the other party as per the policy. This letter is not a contract or guarantee of employment.

Please confirm your acceptance of this offer by signing and returning this letter by 5th February 2022.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Best Regards,

A handwritten signature in blue ink, appearing to read "Anamika", with a horizontal line underneath.

Anamika

Manager – Human Resources

Decimal Technologies Private Limited

Decimal Technologies Pvt. Ltd.

Gurgaon: 8th Floor, Tower D, Pioneer Urban Square, Sector – 62, Golf Course Extension Road.

February 19, 2022

Mr. / Ms. Abhishek Tiwari
Gurugram

Dear Abhishek Tiwari,

Subject: Offer Letter for Employment

Further to your interviews and discussions with us, we are pleased to offer you the position of **Graduate Engineer Trainee at Gurugram with Decimal Technologies Pvt. Ltd.** Your date of joining shall be on 7th March 2022. The detail regarding the compensation package are enclosed as Annexure

The offer of employment contained in this letter is conditional upon:

- (a) The Company taking up satisfactory references with two of your former employers – your last one and one other.
- (b) You're furnishing us a "relieving certificate" from your former employer.
- (c) Providing us a salary certificate and Form 16 specifying the income tax amount
- (d) You're providing us with a proof of your qualifications.
- (e) You're providing us with 2 identity proofs.

Please confirm your acceptance of this offer of employment by signing the duplicate copy of this letter. If we do not receive the signed letter or in electronic form confirming your acceptance of this offer within one days from the date of this letter, this offer would stand withdrawn.

Further, on the date of joining you shall be required to execute a definitive contract of employment with the Company. Your employment with the Company shall be governed by the said contract of employment.

We shall be very pleased to welcome you to Decimal and hope that you will have a successful and rewarding career with Decimal. I look forward to meeting you in due course.

Yours sincerely

For **Decimal Technology Pvt. Ltd.**



Shikha Dhillon
Authorized Signatory

Decimal Technologies Pvt. Ltd.

8th Floor, Tower D, Pioneer Urban Square, Golf Course Extension Road, Sector 62, Gurgaon

Annexure A

Employee Name:	Abhishek Tiwari	
Location:	Gurugram	
Component	Per Month	Per Annum
Basic Salary	17,334.00	208,008.00
House Rent Allowance (HRA)	8,667.00	104,004.00
Children Education Allowance	200.00	2,400.00
Children Hostel Allowance	600.00	7,200.00
Books And Periodicals Reimbursement	1,000.00	12,000.00
Mobile and Internet Reimbursement	1,000.00	12,000.00
Attire Allowance	-	-
Fuel Allowance	-	-
LTC	-	-
Meal Voucher	-	-
CCA	5,867.00	70,404.00
PF Contribution (Employer' Contribution)	1,950.00	23,400.00
LWF (Employer' Contribution)	50.00	600.00
Gratuity (as per the payment of Gratuity Act 1972)	832.00	9,984.00
Total Gross Annual Compensation	37,500.00	450,000.00

The aforesaid compensation shall be subject to the usual tax deductions.

You will also be covered under Group Medical Insurance Cover of Rs.3 lacs and accidental insurance cover of Rs. 5 lacs.

You will be eligible for one time joining bonus of Rs. 50000 after successful completion of 2 months starting from your joining date. In case you don't serve the company for eighteen months starting from your joining date you have to return the amount equivalent to the joining bonus to the company.



Shikha Dhillon



Abhishek Tiwari

Decimal Technologies Pvt. Ltd.

8th Floor, Tower D, Pioneer Urban Square, Golf Course Extension Road, Sector 62, Gurgaon

Fwd: Welcome to NIIT::STH.SCS.DB.09-Feb-22 Skill Building Program

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Thu, Feb 3, 2022 at 5:25 PM

Kindly update it in the database.

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

From: **Rakshit Tiwari** <rakshittiwariat_ece18@its.edu.in>
Date: Thu, Feb 3, 2022 at 12:48 PM
Subject: Fwd: Welcome to NIIT::STH.SCS.DB.09-Feb-22 Skill Building Program
To: Shalini Khatri <shalini.khatri@its.edu.in>
Cc: prachi prachi <prachild_ece18@its.edu.in>

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

From: **Shivam Mehrotra** <Shivam.Mehrotra@niit.com>
Date: Thu, Feb 3, 2022, 11:33 AM
Subject: Welcome to NIIT::STH.SCS.DB.09-Feb-22 Skill Building Program
To:

Dear Candidate,

Greetings!!!

We are happy to announce that you have been shortlist for the profile of SCS for WIPRO. We are starting with the training of your batch. Please note below mentioned details:

Batch Start: 09th Feb 2022

Batch End: 14nd Mar 2022

Onboarding Date: 21th Mar 2022

Mode of training: Virtual training through “Skype for Business”, “Zoom” and “MS Team”

Internet Connectivity Requirement – Minimum 20MBPS Download and upload speed

This is a once in a lifetime opportunity for you to open the doors to a successful career with a global brand in HR Consulting and Outsourcing, Wipro.

Please take the print out of the attached forms and share the soft copy for the same along with the list of documents. **Terms and Condition is mandatory document to share.**

Note: All Candidates need to send the scanned copy of All the documents mentioned in the list along with the attached forms by 03rd Feb-22(06:00pm)

positively on STHdocs@niit.com.

We hope you have a comfortable and a great training experience with NIIT.

Wishing you all the very best!

Please share the acceptance by replying to this email.

For any doubts, please feel free to contact with your source (Please call in between 12pm to 8pm)

Note – If we do not received your documents latest by 03rd Feb-22 06:00pm then your offer will be revoked.

Please join the whats app group by clicking on below link. To get the update for your training at NIIT which is starting from 09-Feb-22.

Also please put your profile name as your name before joining the group.

Link - <https://chat.whatsapp.com/FO5cQ6jjgUVIF4oLRo5DK>

Regards

Shivam Mehrotra

ASSOCIATE MANAGER - LDO |

NIIT Limited,India| CORPORATE LEARNING GROUP| www.niit.com

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Visit us at: <http://www.niit.com>

Follow us on: <http://www.twitter.com/niittd>

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46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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5 attachments

-  **AH - Personal Information Form (Version 2.2)-converted.pdf**
203K
-  **Background Verification Form - Freshers.docx**
83K
-  **CAM form-print.pdf**
1346K
-  **Document reqd at NIIT.XLSX**
11K
-  **TERMS AND CONDITION - Interns(Tech).pdf**
187K

Fwd: Selected candidates

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Kindly update it in the database.

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

From: **Nidhi Saini** <Nidhi.Saini@niit.com>
 Date: Thu, Feb 3, 2022 at 3:39 PM
 Subject: Selected candidates
 To: Shalini Khatri <shalini.khatri@its.edu.in>

Hi Shalini,

Please find the selected candidates list as follows –

First Name	Last Name	Email Address	Sourcing Funnel	Name of Funnel	Overall Status
shreyas	thakur	shreyasthakurst_ece18@its.edu.in	Campus Tech	ITS Engineering College	Proceed
Vaibhav	Tyagi	vaibhavtyagijt_cse18@its.edu.in	Campus Tech	ITS Engineering College	Proceed

If there are any pending interviews left will update the same.

Thanks,

Nidhi Saini

Visit us at: <http://www.niit.com>
 Follow us on: <http://www.twitter.com/niitttd>

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Fwd: Selected Students : : Regalo Kitchens

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Sat, Feb 5, 2022 at 12:20 PM

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

From: **Akanksha Dhingra** <hr@regalokitchens.com>
Date: Sat, Feb 5, 2022 at 11:51 AM
Subject: Selected Students : : Regalo Kitchens
To: Shalini Khatri <shalini.khatri@its.edu.in>

Dear Concern,

Greetings of the day..!!

It gives us immense pleasure to confirm you that the following students from your college has been selected for the position of designer :

1. Avinash Chaudhary
2. Mukesh Kumar

The joining date from our end is 17th feb'22. However, Avinash Chaudhary is not ready for the same.

Kindly confirm the joining status from both of them.

--

Akanksha Dhingra
Human Resources
Regalo Kitchens

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Ph: 0120- 2331000, 2331001

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R SYSTEMS INTERNATIONAL LIMITED

Corporate Identity Number :L74899DL1993PLC053S79
{CMMI Level 5, PCMM Level S, fSO9001:2008 &ISO 27001:2005 Company}
C-40, Sector-59, NOIDA, Distt. Gautam BudhNagar, U.P. India-201,Phones : +91-120-4303500

Ref: RSIL-IT/LOI/2-22

Feb 11, 2022

Raghav Jha

Sec 55, House no 28/12 Faridabad Haryana

Dear Raghav,

This has reference to your application and subsequent interview you had with us for a suitable opening in our organization.

1. We are pleased to offer you an appointment as **“Trainee-SE”- Data Analytics**. This offer is valid for you to join us on date decided by management, which will be communicated to you separately.
2. Your CTC will be **3.6 lacs per annum**.
3. Your appointment in the organization shall be subject to your being found medically fit by a medical practitioner appointed by the company. You will be advised on whether to undergo the medical formalities before you join the organization.
4. You shall be confirmed in the organization’s regular grade on successful completion of your training cum probation period & provided you have completed your degree successfully.
5. Confirmation of your service is subject to suitable performance and on issue of confirmation letter. Your probation cum training period is liable to be extended at the sole discretion of the Company for the period deemed necessary.
6. You will be governed by the Company rules, as amended from time to time. You will be entitled to provident fund, leave and other benefits in accordance with such rules.

Raghav Jha



7. As informed, your place of posting shall be at **Rsystems Noida**. However, organization reserves the rights to transfer you to and / or utilize your services in any of the Company's offices, work sites or associated or affiliated companies located within the country or abroad.
8. Your joining will be subject to you executing an **"Employment Service Agreement"** with the Company for a period of 2.5 years from your Date of joining. As per this agreement you will be liable to refund Rs. 1, 00,000 /- (Rupees One Lac only) towards bond in case you leave the Company within 2.5 years of your Date of joining.
9. On the day of joining, you are requested to contact **Manager HR** for completion of your joining formalities and induction.
10. A detailed Appointment Letter and Employment Service Agreement setting out terms and conditions of your appointment shall be issued to you subsequent to your completing the joining formalities.
11. On the day of joining , please bring the following with you :-
 - a) Copy of all Education Certificates / Mark Sheets
 - b) Copy of Passport (with original)
 - c) Six passport size and two stamp size photographs (Color).
 - d) Latest copy of your resume.
12. Please sign below in token of your acceptance of the terms and conditions of this letter of intent and return the duplicate copy duly signed by you to us.

The above terms and conditions are acceptable to me.

Sincerely yours,
For R SYSTEMS INTERNATIONAL LTD.,

A blue rectangular stamp containing a handwritten signature in blue ink, which appears to read 'Prem Goswami'.

Prem Goswami
Vice President - HR

Raghav Jha

Fwd: Openings for B.tech freshers- Oppo

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Feb 9, 2022 at 9:47 AM

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

From: **Mohammed Arif Kaushar** <arif.kaushar@oppo.com>
Date: Tue, Feb 8, 2022 at 9:07 AM
Subject: RE: Openings for B.tech freshers
To: Shalini Khatri <shalini.khatri@its.edu.in>

Dear Shalini,

We are pleased to inform you that 2 students have been selected from your institution out of 15 students who appeared for the interview.

1. Vishal
2. Kushagra Goyal

Thanks & Regards,

Mohd Arif

Deputy Manager-HR

OPPO Mobiles India Private Limited

Industrial Plot No.-1 Ecotech-VII ,

Greater Noida, Uttar Pradesh-201306

Location- <https://www.google.co.in/maps/place/Oppo+Factory+3/@28.4160987,77.561892,17z/data=!3m1!4b1!4m5!3m4!1s0x390cbf77caf1bb1f:>

[0x693a472dc6131f2!8m2!3d28.416094!4d77.5640807?hl=en](https://www.oppo.com)

Tel - +91- 120-6108888

Website - www.oppo.com

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Motherson Sumi Systems Limited

Head Office: 11th Floor, Plot No.1, Sector - 127, Noida-Greater Noida Expressway, Noida - 201301, U.P., India
Tel: +91-120-667 9500, Fax: +91-120-667 9270, Website: www.motherson.com

11th May 2022

Mr. Kushagra Goyal
G 140 Gama 2 Greater Noida
Pin 201310

LETTER OF OFFER

Dear Mr. Kushagra

This has reference to your application and subsequent discussions with us for employment, in our organization.

We are pleased to offer you the employment in our organization as "**Graduate Engineer Trainee**" on remuneration mutually discussed and agreed upon. You are requested to join your duty on or before **16th May 2022 at 9.00 AM.**

You are requested to bring the following documents at the time of joining:

- All Educational and Professional Qualification certificates (Original).
- Original Testimonials in support of Date of Birth (Certificate of Class X).
- All original Employment records (Relieving Letter & Experience Certificate from all previous Employers)
- Passport/Voter ID card/UID card & PAN card (mandatory)
- Aadhaar Card/Aadhaar No. (Mandatory)
- Photocopy of all the above testimonials.
- Four Colored Passport size Photographs in formal attire with white background.

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

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

Please note that you shall be eligible for your annual salary review on completion of one year of service and thereafter on 1st April every year on prorata basis.

You shall be issued a regular letter of appointment on your joining the Organization.

We are confident that you will play a key role in our company's expansion into national and international markets. We assure you of our support for your professional development and growth.

Thanking you,
For Motherson Sumi Systems Ltd.


Surbhi Chaturvedi
Assistant General Manager- HRM

Regd Office:
Unit - 705, C Wing, ONE BKC, G Block Bandra
Kurla Complex, Bandra East
Mumbai - 400051, Maharashtra (India)
Tel: 022-61354800, Fax: 022-61354801
CIN No.: L34300MH1806PLC284510

Fwd: BYJU'S CAMPUS 2022 DRIVE RESULT - ITS Engineering College

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Feb 9, 2022 at 9:49 AM

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

From: **Byjus Campus** <campus@byjus.com>
 Date: Tue, Feb 8, 2022 at 6:47 PM
 Subject: BYJU'S CAMPUS 2022 DRIVE RESULT - ITS Engineering College
 To: <shalini.khatri@its.edu.in>
 Cc: Shivani Suhas <shivani.paranjape@byjus.com>

Hello

Greetings from Byju's!

Please find below the result for the Virtual campus drive held with - **ITS Engineering College**.**A total of 01 students have been selected at BYJU'S – The Learning App.**

Please note that an individual portal registration link and steps on how to register will be shared on their registered mail ids. The details with respect to offer letter, training and onboarding will only be discussed towards the end of course completion.

Pradumn Dubey	pradumndubeyvsd_ece18@its.edu.in	8707890871	ITS Engineering College & ITS Dental College	Academic Specialist
---------------	--	------------	--	---------------------

Heartiest Congratulations and we look forward to getting them on-boarded at BYJU'S.

Also, for smooth onboarding of the aforementioned candidates, please ensure that they are blocked for Byju's.

The future BYJUites will have few engage sessions "BYJU'S ENGAGE" with our team to create a bond and bring them on speed with the ecosystem, culture and progress of our company. The details and schedules for the same will be communicated well in advance.

Warm Regards,
TEAM BYJU'S

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The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail; and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

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Fwd: Welcome to NIIT::STH.SCS.DB.23-Feb-22 Skill Building Program

1 message

Arjun Rathi <arjunrathipr_me18@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>
Cc: Shalini Khatri <shalini.khatri@its.edu.in>

Sat, Feb 12, 2022 at 4:16 PM

Good afternoon,

I am forwarding the mail received by Wipro NTT.

Thank you !

Regards,
Arjun Rathi
ME
4th yr

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

From: **Shivam Mehrotra** <Shivam.Mehrotra@niit.com>

Date: Fri, 11 Feb 2022 at 12:07 PM

Subject: Welcome to NIIT::STH.SCS.DB.23-Feb-22 Skill Building Program

To:

Dear Candidate,

Greetings!!!

We are happy to announce that you have been shortlist for the profile of SCS for WIPRO. We are starting with the training of your batch. Please note below mentioned details:

Batch Start: 21st Feb 2022

Batch End: 26th Mar 2022

Onboarding Date: 30th Mar 2022

Mode of training: Virtual training through “Skype for Business”, “Zoom” and “MS Team”

Internet Connectivity Requirement – Minimum 20MBPS Download and upload speed

This is a once in a lifetime opportunity for you to open the doors to a successful career with a global brand in HR Consulting and Outsourcing, Wipro.

Please take the print out of the attached forms and share the soft copy for the same along with the list of documents. **Terms and Condition is mandatory document to share.**

Note: All Candidates need to send the scanned copy of All the documents mentioned in the list along with the attached forms by 11th Feb-22(06:00pm) positively on STHdocs@niit.com.

We hope you have a comfortable and a great training experience with NIIT.

Wishing you all the very best!

Please share the acceptance by replying to this email.

For any doubts, please feel free to contact with your source (Please call in between 12pm to 8pm)

Note – If we do not received your documents latest by 11th Feb-22 06:00pm then your offer will be revoked.

Please join the whats app group by clicking on below link. To get the update for your training at NIIT which is starting from 21-Feb-22.

Also please put your profile name as your name before joining the group.

Link - <https://chat.whatsapp.com/JoewhP2jZBrAhdWGKIUT6>

Regards

Shivam Mehrotra

ASSOCIATE MANAGER - LDO | Work: +91-971-118-6984

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Follow us on: <http://www.twitter.com/niitltd>

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5 attachments

-  **AH - Personal Information Form (Version 2.2)-converted.pdf**
203K
-  **Background Verification Form - Freshers.docx**
83K
-  **CAM form-print.pdf**
1346K
-  **Document reqd at NIIT.XLSX**
11K
-  **TERMS AND CONDITION - Interns(Tech).pdf**
187K



Jiva Ram <jivaramnbh@gmail.com>

Congratulations! You are selected for iOS Internship @KaHa Technologies

Sneha Singh <sneha.singh@coveiot.com>

Mon, Feb 7, 2022 at 9:29 AM

To: jivaramnbh@gmail.com

Cc: Vivek Kapadia <vivek@coveiot.com>, Sudheendra Shantharam <sudhee@coveiot.com>, Vandana Palleti <Vandana.palleti@coveiot.com>, Manoj Sontakke <manoj@coveiot.com>

Dear Jiva ram,

In continuation to the interview you had with us, we are pleased to inform you that you are selected for the Internship role starting 7th February 2022 for a period of Six (6) months.

You shall be eligible to receive a monthly apprenticeship amount of **INR 12,000 per month** .

Please note your official email id will be jiva.ram@coveiot.com, credentials will be shared to you after your onboarding formalities are completed on your date of reporting.

Since you are outstation, we would complete your onboarding formalities virtually, however as discussed kindly plan your travel to Bangalore at the earliest.

You are required to submit the following documents on your joining or you can scan and send all except the one mentioned as hard copies:

- 1) 2 Passport size photographs
- 2) Address Proof (Driving License/ Passport Copy/ Voter ID)
- 3) ID Proof (PAN Card/ Aadhar Card(compulsory)/ Passport Copy/ Voter ID)
- 4) Educational certificates (SSLC, 2nd PUC, Graduation)
- 5) Bank canceled cheque (Hard Copy)

Please feel free to reach out to me for any query and clarification you may have

Best Regards,

Sneha

Ph No.: +91-8074239120

Manager - Human Resources

[KaHa Technologies Private Limited | A subsidiary of KaHa Pte. Ltd., Singapore](#)

Website: www.coveiot.com

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2/7/22, 9:51 AM

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Fwd: ITS hiring update

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Mon, Feb 14, 2022

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

From: **Nidhi Saini** <Nidhi.Saini@niit.com>
 Date: Mon, Feb 14, 2022 at 11:54 AM
 Subject: ITS hiring update
 To: Shalini Khatri <shalini.khatri@its.edu.in>
 Cc: Deepak Gupta <Deepak.Gupta@niit.com>, Shivam Mehrotra <Shivam.Mehrotra@niit.com>

Hi Shalini,

Please find the updated list as follows –

First Name	Last Name	Email Address	Name of Funnel	Gate Result	HM Interviewer F
NITIN	SHARMA	nitisharmacrs_me18@its.edu.in	ITS Engineering College	Proceed	Selecte
shreyas	thakur	shreyasthakurst_ece18@its.edu.in	ITS Engineering College	Proceed	Selecte
OM	GUPTA	omguptaag_ece18@its.edu.in	ITS Engineering College	Proceed	Selecte
Vaibhav	Tyagi	vaibhavtyagijt_cse18@its.edu.in	ITS Engineering College	Proceed	Selecte
Nitendra	Kumar	nitendrakumarms_eee18@its.edu.in	ITS Engineering College	Proceed	Selecte
Gunjan	Sardana	gunjansardanass_cse18@its.edu.in	ITS Engineering College	Proceed	Ops pend
Arjun	Rathi	arjunrathipr_me18@its.edu.in	ITS Engineering College	Proceed	Selecte

Thanks,

Nidhi Saini

Visit us at: <http://www.niit.com>
 Follow us on: <http://www.twitter.com/niittd>

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February 27, 2022

Ujjwal Kumar

Dankaur,
Uttar Pradesh, India - 203201.

SUB: APPOINTMENT LETTER

Dear **Ujjwal**,

With reference to your application for employment and subsequent interview and discussions, we are pleased to issue you this Appointment Letter ("Employment Contract") to appoint you as **Technical Business Analysis Engineer I** with Conduent Business Services India LLP ("Conduent") on the following terms and conditions:

1. **Conditional Offer** – Apart from other terms and conditions provided in this Employment Contract, the offer of employment is conditional upon your successful completion of the **B.Tech** that you are currently pursuing and submission of all relevant testimonials, on or before the committed date in the Declaration Form, failing which this Employment Contract shall be rescinded by Conduent
2. **Compensation and Benefits**
 - (a) Your gross salary will be **INR 3,41,000.00 (Indian Rupees Three Lakh and Forty One Thousand Only)** per annum. Your salary will be prorated and paid on a monthly basis as per the Company payroll cycle. Conduent will deduct taxes as appropriate and consistent with the Indian tax regulations from time to time. You will be responsible for your tax liabilities under applicable tax laws and regulations. Conduent may vary, amend, revise and modify the compensation and benefits mentioned under this Employment Contract/policies, including reducing the amounts and benefits offered should Conduent consider it expedient to do so.
 - (b) Subject to you achieving the performance targets set forth by the LLP, you will be entitled to participate in a "Performance Linked Bonus Plan" up to **10% of Annual Gross Salary**. The details of the Bonus Plan for which you may be eligible, will be intimated to you on you joining the LLP. The LLP may in its sole and absolute discretion be entitled to modify or replace this Bonus Plan at any time during your tenure.
 - (c) Details of your compensation and benefits are provided as an Annexure to this Employment Contract.

3. Working Hours

Your work schedule will be provided to you by your manager/supervisor upon your joining. You may be required to work beyond the usual business working hours or in shifts as per the business requirement of Conduent.

4. Leave and Holidays

Leave including maternity leave, National and Festival holidays will be provided to you in accordance with the applicable law and Company Rules (as defined below).

5. Place or Work

Your initial place of work will be at the Candor Tech Space, IT/ITES SEZ, Plot No-20 and 21, 7th Floor, Tower-6, Sector 135, Noida-201304, Uttar Pradesh, INDIA. However, your services are transferable, and you may be assigned to any location in India or abroad where the Conduent or any of its affiliates,

associates, subsidiaries or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

6. Probation

- (a) You will be on probation for six (6) calendar months, which may be extended by Conduent if your performance is found unsatisfactory. Your probation period will be considered completed only upon you receiving notification from Conduent.
- (b) During probation, either party may terminate this Employment Contract by giving thirty (30) days prior written notice, and Conduent also has the option to terminate your employment by paying you salary in lieu of requiring you to serve your notice period, either wholly or partially. In the event, you wish to be relieved from the services of Conduent without serving the notice period, Conduent may at its sole discretion relieve you immediately by accepting salary in lieu of notice period or refuse such request for immediate relieving, for business reasons. Notwithstanding the foregoing, Conduent may waive for you, the entire notice period or part thereof, on such terms and conditions as it deems fit.

7. Termination

- (a) Post confirmation, either party may terminate this Employment Contract by giving prior written notice of two (2) calendar months to the other party, and Conduent also has the option to terminate your employment by paying you salary in lieu of requiring you to serve your notice period, either wholly or partially. In the event, you wish to be relieved from the services of Conduent without serving the notice period, Conduent may at its sole discretion, relieve you immediately by accepting salary in lieu of notice period or refuse such request for immediate relieving, for business reasons. Notwithstanding the foregoing, Conduent may waive for you, the entire notice period or part thereof, on such terms and conditions as it deems fit.
- (b) Notwithstanding the above, Conduent reserves the right to terminate this Employment Contract with immediate effect, if you are found guilty of any misconduct, breach of any term of this Employment Contract, Company Rules or policy of Conduent or any law.
- (c) Notwithstanding any provisions to the contrary contained herein, Conduent may terminate this Employment Contract or withdraw the offer of employment with immediate effect, upon written notice to you without any further liability, if the results of your background verification/criminal and/or drug test, are unacceptable to Conduent. Without limiting the generality of the foregoing, in the event of termination of this Employment Contract by Conduent pursuant to this section, you shall not be entitled to any severance payment or benefits, including payment in lieu of notice period.
- (d) You will automatically retire on attaining the age of 58 years. You may also be retired earlier if found medically unfit to carry out the responsibilities allocated to you, by the LLP doctor.
- (e) Upon separation from Conduent, you will be required to immediately return, all assets and property (including any leased property) of Conduent including documents, files, books, papers and memos in your possession or custody.

8. Abandonment of Service

Absence for a continuous period of ten (10) days without prior approval of your manager (including overstay of leave/training), will be treated as abandonment of service.

9. Conflict of Interest

Whilst employed with Conduent:

- a) You will devote your entire time and energy in the services of Conduent and you shall not do or suffer to be done directly or indirectly anything that puts you in conflict with Conduent's business, time or assets. In case you are or feel that you may be in a position that conflicts with this section, you will forthwith inform the HR Department of Conduent and act as per their instructions. Determination of conflict of interest shall be at the sole and absolute determination of Conduent and the decision of Conduent in this respect shall be final and binding.
- b) You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by Conduent to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your manager.
- c) Except in proper course of your employment, or, thereafter, you shall not divulge to any third party any information regarding the affairs or business matters of Conduent or information regarding its customers without prior written approval.
- d) You confirm that you have disclosed fully all of your business interests to Conduent and also agree to disclose fully and completely to Conduent, any such interests that may arise during your course of employment. This shall not only be applicable to you, but shall be applicable to your immediate family members.
- e) You shall not without the prior written consent of Conduent during the continuance of your employment be engaged or interested either directly or indirectly, with or without commercial gain, in any capacity in any trade, business, occupation or activity, which in the opinion of Conduent may hinder or otherwise interfere with the performance of your duties or which may conflict with the interests and business of Conduent. Neither shall you hold any directorship in any other Company without the prior written consent of Conduent.

10. Code of Conduct, Employee Handbook, Policies and Procedures

- (a) You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with Conduent's Business Code of Conduct, employee handbook policies and procedures ("Company Rules"). All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. and violation of Company Rules shall attract appropriate disciplinary action(s) including and up to termination of employment. Information on Company Rules is available to all employees on Conduent's intranet.
- (b) This Employment Contract read with the Company Rules as applicable to you captures the entire terms of your employment with Conduent. Conduent shall have the right to vary or modify Company Rules at any time, with due notice to employees, if required to be given by law.

11. Non-solicitation

As the services to be rendered by you on behalf of Conduent are of a special, unique and extraordinary character and given your exposure to Confidential Information of Conduent that will confer upon you a unique competitive advantage, you agree that (a) whilst you are employed by Conduent pursuant to the terms of this letter; and (b) for a period of twelve (12) months after the termination of your employment with Conduent howsoever arising, you will not, directly or indirectly, either on your behalf or on behalf of any person, without the prior written consent of Conduent, as the case may be:

- (a) Attempt in any manner to persuade any consultant, client, customer, vendor or supplier of Conduent or any other person to cease to do business with Conduent or to reduce the amount of business which such consultant, customer, vendor, client or supplier or another person has customarily done or contemplates doing with Conduent, regardless whether the relationship between Conduent and such consultant, customer, vendor, client or supplier or person was originally established, in whole or in part, through your efforts;

- (b) Employ or offer employment in any capacity to or enter into or offer to enter into association, partnership or joint venture with any person who is then in Conduent's employment or was in Conduent's employment within twelve (12) months prior to your termination of employment; or
- (c) Solicit any business or orders of any client/customer of Conduent unless such solicitations are rendered as an employee of Conduent for the benefit of Conduent, or render any services of the type usually rendered by Conduent for any such client/customer of Conduent (unless such services are rendered as an employee of Conduent), notwithstanding that the relationship between Conduent and such client/customer was originally established in whole or in part, through your part.

You acknowledge and agree that the above restrictions are considered reasonable for the legitimate protection of the business and goodwill of Conduent. In the event of breach or threatened breach of the covenant set forth in this clause, you acknowledge that Conduent will suffer irreparable harm and therefore, Conduent will be entitled to an injunction restraining you from committing such breach and/or claim for damages. Nothing contained herein shall be construed as prohibiting Conduent from pursuing any other remedies available to it for such breach or threatened breach

12. Confidentiality

In lieu of the compensation being provided to you by Conduent, you agree to the following:

- (a) During your employment with Conduent and thereafter: (i) You shall observe utmost confidentiality and secrecy regarding Conduent's Confidential Information and act with utmost fidelity; (ii) you shall not use to the detriment or prejudice of Conduent any Confidential Information which you obtained or had access to pursuant to your employment hereunder; or (iii) except as authorized or required by your duties, you shall not disclose or reveal to any person or company any Confidential Information, nor shall you use the same for your own benefit or for the benefit of third parties.
- (b) For the purposes of this Employment Contract, "**Confidential Information**" means non-public information relating to the business, products, affairs, customers, clients, sales, techniques and finances of Conduent or its affiliates, group entities, associate entities or subsidiaries, including its intellectual property, trade secrets, processes, policies, methods, technical data, know-how, operations, manuals, internal documentation, software, source codes, application programming interfaces, UI/UX designs, business strategies etc. or any other information which is designated confidential, or is, by reasonable inference from its nature or the circumstances of its disclosure, evidently confidential. It is clarified that Confidential Information includes anything created or developed by you in the course of your employment with Conduent.
- (c) Your individual remuneration is purely a matter between yourself and Conduent and has been arrived on the basis of your specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time, as Personal and Confidential Information.
- (d) You shall immediately intimate Conduent in the event of any unauthorized disclosure of Confidential Information or actual or suspected loss, theft, unauthorized access, use or disclosure or any breach of confidence by any person to whom you divulged Confidential Information and shall take all reasonable steps to minimize the unauthorized disclosure and immediately return to Conduent all such information and materials, in whatsoever form, including and all copies thereof. Further, you shall also provide Conduent all reasonable assistance in connection with any proceedings which Conduent may institute against such person for breach of confidence.

13. Data Protection

- (a) You shall comply with Conduent's policies and procedures in relation to privacy and data protection as may be communicated to you from time to time. Any breach of such policies and procedures shall be treated by Conduent as a misconduct and will be dealt with in accordance with the Company Rules and applicable laws.
- (b) You consent to Conduent collecting, retaining, holding, transferring outside India and processing any personal information (including any sensitive personal data or information ("SPDI") as defined under the Information Technology (Reasonable Security Policies and Procedures and Sensitive Personal Data or Information) rules, 2011), both electronically and manually, in relation to you for the purpose of Conduent's administration, business, HR purposes and management as well as for other lawful purposes in connection with the Conduent's business. At all times, your SPDI shall be kept confidential and only be shared or disclosed for the above purposes or other lawful purposes.
- (c) Conduent may reach out to you for obtaining additional consents and approvals at any point in time during your employment with Conduent to enable Conduent to use your personal information. Should you choose to not provide Conduent with such additional consents and approvals, Conduent may need to alter the terms of your employment
- (d) Any change in personal information should be informed to Conduent within seven (7) working days.

14. Lay-off Event

- a) "**Layoff Event**" shall mean any event, which is beyond the control of Conduent, which it could not foresee or with a reasonable amount of diligence could not have been foreseen and which substantially affects the performance of the Employment Contract or the business of Conduent, including but without limitation:
 - (i) Natural calamities, including but not limited to floods, earthquakes, epidemic, pandemic;
 - (ii) Acts of any Government, including but not limited to declared or undeclared war, quarantines, embargoes, prohibitions; or
 - (iii) Terrorist attacks, public unrest in work area; or
 - (iv) shortage of power or raw materials, or the accumulation of stocks or the breakdown of machinery or for any other connected reason.
- b) Conduent shall have the right to suspend your services for the duration of the Layoff Event, or any part thereof, if Conduent, in good faith believes it is unable to utilize your services under the Employment Contract due to any such Layoff Event. No compensation will be paid or accrue to you for the duration of such suspension. In the event the Layoff Event continues for a period of more than three (3) months, Conduent shall hold consultation in an endeavor to find a solution to the problem, failing which the Employment Contract may be duly terminated.
- c) Conduent shall not be liable for any default or non-performance of obligations under this Employment Contract, if such default or non-performance of obligations is caused by a Layoff Event.

15. Legal Authorization

You agree and confirm that you are authorized to work in India and can provide proof of this with legal documentation. This documentation will be obtained by Conduent, for its legal records, if necessary.

16. Governing Law

The terms and conditions of this Employment Contract shall be governed by, construed and interpreted in accordance with the laws of India. Any action seeking legal or equitable relief arising out of or relating to the terms of this Employment Contract will be brought only in the courts of Bangalore, India

17. Entire Agreement

This Employment Contract, Company Rules and annexures, constitutes the entire agreement between the parties and supersedes all previous oral/written communications, representations, understanding and agreements between the parties, if any. The terms contained herein can be amended or modified at any time by Conduent and you will be duly informed in writing. Your rights set out in this Employment Contract are solely for your benefit and shall not be assignable. At the time of joining Conduent you may be required to accept and sign certain documents, including documents relating to Confidential Information and work product ownership. Such documents shall also form a part and parcel of this Employment Contract.

18. Employment Start Date

Your assignment is effective from **February 28, 2022**.

19. Documents Required

1. All Education certificates and mark sheets.
2. Two passport size photographs (to be submitted on the date of joining)
3. Relieving certificates from all previous employers
4. Last drawn Salary certificate from previous employer
5. TDS Certificate, Form 16 for current financial year (if available)
6. Experience certificates from previous employers
7. Aadhaar Card (Mandatory)
8. Proof of Identity/ Date of Birth
Copy of PAN card (Mandatory)
Copy of Passport (Mandatory)
Copy of Driving License/Ration card (if available)
Birth certificate or 10th class mark sheet (if available)
9. Address proof - copy of any one of the following (Passport / Driving License / Ration card / Aadhaar Card / Rent Lease Agreement / Mobile Bill / Bank Statement / Bank Passbook)

20. Acceptance

To accept this Employment Contract, please fill up the attached form and return it to us immediately. If we do not receive your acceptance one (1) week from the date of receipt of this Employment Contract, this Employment Contract shall stand revoked, unless Conduent decides otherwise.

We look forward to your commencing work with the Conduent, and to your being part of the Conduent Business Services India LLP family.

Yours Sincerely,

With Warm Regards,
For Conduent Business Services India LLP,



Anitus Niranjana
Director - Human Resources

DECLARATION

I accept the appointment on the terms and conditions contained in this Employment Contract and annexures, and other conditions and service rules as applicable to the employees of Conduent from time to time and I shall be joining the services of Conduent, no later than **February 28, 2022**

[Signature]

Place: _____
Date: _____

Accepted
Signature (_____)
Name: _____

February 27, 2022

Saamy Pandey

Muhammadpur Manorath,
Alawalpur, Ghazipur - 233222.

SUB: APPOINTMENT LETTER

Dear **Saamy**,

With reference to your application for employment and subsequent interview and discussions, we are pleased to issue you this Appointment Letter ("Employment Contract") to appoint you as **Technical Business Analysis Engineer I** with Conduent Business Services India LLP ("Conduent") on the following terms and conditions:

1. **Conditional Offer** – Apart from other terms and conditions provided in this Employment Contract, the offer of employment is conditional upon your successful completion of the **B.Tech** that you are currently pursuing and submission of all relevant testimonials, on or before the committed date in the Declaration Form, failing which this Employment Contract shall be rescinded by Conduent
2. **Compensation and Benefits**
 - (a) Your gross salary will be **INR 3,41,000.00 (Indian Rupees Three Lakh and Forty One Thousand Only)** per annum. Your salary will be prorated and paid on a monthly basis as per the Company payroll cycle. Conduent will deduct taxes as appropriate and consistent with the Indian tax regulations from time to time. You will be responsible for your tax liabilities under applicable tax laws and regulations. Conduent may vary, amend, revise and modify the compensation and benefits mentioned under this Employment Contract/policies, including reducing the amounts and benefits offered should Conduent consider it expedient to do so.
 - (b) Subject to you achieving the performance targets set forth by the LLP, you will be entitled to participate in a "Performance Linked Bonus Plan" up to **10% of Annual Gross Salary**. The details of the Bonus Plan for which you may be eligible, will be intimated to you on you joining the LLP. The LLP may in its sole and absolute discretion be entitled to modify or replace this Bonus Plan at any time during your tenure.
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3. Working Hours

Your work schedule will be provided to you by your manager/supervisor upon your joining. You may be required to work beyond the usual business working hours or in shifts as per the business requirement of Conduent.

4. Leave and Holidays

Leave including maternity leave, National and Festival holidays will be provided to you in accordance with the applicable law and Company Rules (as defined below).

5. Place or Work

Your initial place of work will be at the Candor Tech Space, IT/ITES SEZ, Plot No-20 and 21, 7th Floor, Tower-6, Sector 135, Noida-201304, Uttar Pradesh, INDIA. However, your services are transferable, and you may be assigned to any location in India or abroad where the Conduent or any of its affiliates,

associates, subsidiaries or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

6. Probation

- (a) You will be on probation for six (6) calendar months, which may be extended by Conduent if your performance is found unsatisfactory. Your probation period will be considered completed only upon you receiving notification from Conduent.
- (b) During probation, either party may terminate this Employment Contract by giving thirty (30) days prior written notice, and Conduent also has the option to terminate your employment by paying you salary in lieu of requiring you to serve your notice period, either wholly or partially. In the event, you wish to be relieved from the services of Conduent without serving the notice period, Conduent may at its sole discretion relieve you immediately by accepting salary in lieu of notice period or refuse such request for immediate relieving, for business reasons. Notwithstanding the foregoing, Conduent may waive for you, the entire notice period or part thereof, on such terms and conditions as it deems fit.

7. Termination

- (a) Post confirmation, either party may terminate this Employment Contract by giving prior written notice of two (2) calendar months to the other party, and Conduent also has the option to terminate your employment by paying you salary in lieu of requiring you to serve your notice period, either wholly or partially. In the event, you wish to be relieved from the services of Conduent without serving the notice period, Conduent may at its sole discretion, relieve you immediately by accepting salary in lieu of notice period or refuse such request for immediate relieving, for business reasons. Notwithstanding the foregoing, Conduent may waive for you, the entire notice period or part thereof, on such terms and conditions as it deems fit.
- (b) Notwithstanding the above, Conduent reserves the right to terminate this Employment Contract with immediate effect, if you are found guilty of any misconduct, breach of any term of this Employment Contract, Company Rules or policy of Conduent or any law.
- (c) Notwithstanding any provisions to the contrary contained herein, Conduent may terminate this Employment Contract or withdraw the offer of employment with immediate effect, upon written notice to you without any further liability, if the results of your background verification/criminal and/or drug test, are unacceptable to Conduent. Without limiting the generality of the foregoing, in the event of termination of this Employment Contract by Conduent pursuant to this section, you shall not be entitled to any severance payment or benefits, including payment in lieu of notice period.
- (d) You will automatically retire on attaining the age of 58 years. You may also be retired earlier if found medically unfit to carry out the responsibilities allocated to you, by the LLP doctor.
- (e) Upon separation from Conduent, you will be required to immediately return, all assets and property (including any leased property) of Conduent including documents, files, books, papers and memos in your possession or custody.

8. Abandonment of Service

Absence for a continuous period of ten (10) days without prior approval of your manager (including overstay of leave/training), will be treated as abandonment of service.

9. Conflict of Interest

Whilst employed with Conduent:

- a) You will devote your entire time and energy in the services of Conduent and you shall not do or suffer to be done directly or indirectly anything that puts you in conflict with Conduent's business, time or assets. In case you are or feel that you may be in a position that conflicts with this section, you will forthwith inform the HR Department of Conduent and act as per their instructions. Determination of conflict of interest shall be at the sole and absolute determination of Conduent and the decision of Conduent in this respect shall be final and binding.
- b) You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by Conduent to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your manager.
- c) Except in proper course of your employment, or, thereafter, you shall not divulge to any third party any information regarding the affairs or business matters of Conduent or information regarding its customers without prior written approval.
- d) You confirm that you have disclosed fully all of your business interests to Conduent and also agree to disclose fully and completely to Conduent, any such interests that may arise during your course of employment. This shall not only be applicable to you, but shall be applicable to your immediate family members.
- e) You shall not without the prior written consent of Conduent during the continuance of your employment be engaged or interested either directly or indirectly, with or without commercial gain, in any capacity in any trade, business, occupation or activity, which in the opinion of Conduent may hinder or otherwise interfere with the performance of your duties or which may conflict with the interests and business of Conduent. Neither shall you hold any directorship in any other Company without the prior written consent of Conduent.

10. Code of Conduct, Employee Handbook, Policies and Procedures

- (a) You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with Conduent's Business Code of Conduct, employee handbook policies and procedures ("Company Rules"). All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. and violation of Company Rules shall attract appropriate disciplinary action(s) including and up to termination of employment. Information on Company Rules is available to all employees on Conduent's intranet.
- (b) This Employment Contract read with the Company Rules as applicable to you captures the entire terms of your employment with Conduent. Conduent shall have the right to vary or modify Company Rules at any time, with due notice to employees, if required to be given by law.

11. Non-solicitation

As the services to be rendered by you on behalf of Conduent are of a special, unique and extraordinary character and given your exposure to Confidential Information of Conduent that will confer upon you a unique competitive advantage, you agree that (a) whilst you are employed by Conduent pursuant to the terms of this letter; and (b) for a period of twelve (12) months after the termination of your employment with Conduent howsoever arising, you will not, directly or indirectly, either on your behalf or on behalf of any person, without the prior written consent of Conduent, as the case may be:

- (a) Attempt in any manner to persuade any consultant, client, customer, vendor or supplier of Conduent or any other person to cease to do business with Conduent or to reduce the amount of business which such consultant, customer, vendor, client or supplier or another person has customarily done or contemplates doing with Conduent, regardless whether the relationship between Conduent and such consultant, customer, vendor, client or supplier or person was originally established, in whole or in part, through your efforts;

- (b) Employ or offer employment in any capacity to or enter into or offer to enter into association, partnership or joint venture with any person who is then in Conduent's employment or was in Conduent's employment within twelve (12) months prior to your termination of employment; or
- (c) Solicit any business or orders of any client/customer of Conduent unless such solicitations are rendered as an employee of Conduent for the benefit of Conduent, or render any services of the type usually rendered by Conduent for any such client/customer of Conduent (unless such services are rendered as an employee of Conduent), notwithstanding that the relationship between Conduent and such client/customer was originally established in whole or in part, through your part.

You acknowledge and agree that the above restrictions are considered reasonable for the legitimate protection of the business and goodwill of Conduent. In the event of breach or threatened breach of the covenant set forth in this clause, you acknowledge that Conduent will suffer irreparable harm and therefore, Conduent will be entitled to an injunction restraining you from committing such breach and/or claim for damages. Nothing contained herein shall be construed as prohibiting Conduent from pursuing any other remedies available to it for such breach or threatened breach

12. Confidentiality

In lieu of the compensation being provided to you by Conduent, you agree to the following:

- (a) During your employment with Conduent and thereafter: (i) You shall observe utmost confidentiality and secrecy regarding Conduent's Confidential Information and act with utmost fidelity; (ii) you shall not use to the detriment or prejudice of Conduent any Confidential Information which you obtained or had access to pursuant to your employment hereunder; or (iii) except as authorized or required by your duties, you shall not disclose or reveal to any person or company any Confidential Information, nor shall you use the same for your own benefit or for the benefit of third parties.
- (b) For the purposes of this Employment Contract, "**Confidential Information**" means non-public information relating to the business, products, affairs, customers, clients, sales, techniques and finances of Conduent or its affiliates, group entities, associate entities or subsidiaries, including its intellectual property, trade secrets, processes, policies, methods, technical data, know-how, operations, manuals, internal documentation, software, source codes, application programming interfaces, UI/UX designs, business strategies etc. or any other information which is designated confidential, or is, by reasonable inference from its nature or the circumstances of its disclosure, evidently confidential. It is clarified that Confidential Information includes anything created or developed by you in the course of your employment with Conduent.
- (c) Your individual remuneration is purely a matter between yourself and Conduent and has been arrived on the basis of your specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time, as Personal and Confidential Information.
- (d) You shall immediately intimate Conduent in the event of any unauthorized disclosure of Confidential Information or actual or suspected loss, theft, unauthorized access, use or disclosure or any breach of confidence by any person to whom you divulged Confidential Information and shall take all reasonable steps to minimize the unauthorized disclosure and immediately return to Conduent all such information and materials, in whatsoever form, including and all copies thereof. Further, you shall also provide Conduent all reasonable assistance in connection with any proceedings which Conduent may institute against such person for breach of confidence.

13. Data Protection

- (a) You shall comply with Conduent's policies and procedures in relation to privacy and data protection as may be communicated to you from time to time. Any breach of such policies and procedures shall be treated by Conduent as a misconduct and will be dealt with in accordance with the Company Rules and applicable laws.
- (b) You consent to Conduent collecting, retaining, holding, transferring outside India and processing any personal information (including any sensitive personal data or information ("SPDI") as defined under the Information Technology (Reasonable Security Policies and Procedures and Sensitive Personal Data or Information) rules, 2011), both electronically and manually, in relation to you for the purpose of Conduent's administration, business, HR purposes and management as well as for other lawful purposes in connection with the Conduent's business. At all times, your SPDI shall be kept confidential and only be shared or disclosed for the above purposes or other lawful purposes.
- (c) Conduent may reach out to you for obtaining additional consents and approvals at any point in time during your employment with Conduent to enable Conduent to use your personal information. Should you choose to not provide Conduent with such additional consents and approvals, Conduent may need to alter the terms of your employment
- (d) Any change in personal information should be informed to Conduent within seven (7) working days.

14. Lay-off Event

- a) "**Layoff Event**" shall mean any event, which is beyond the control of Conduent, which it could not foresee or with a reasonable amount of diligence could not have been foreseen and which substantially affects the performance of the Employment Contract or the business of Conduent, including but without limitation:
 - (i) Natural calamities, including but not limited to floods, earthquakes, epidemic, pandemic;
 - (ii) Acts of any Government, including but not limited to declared or undeclared war, quarantines, embargoes, prohibitions; or
 - (iii) Terrorist attacks, public unrest in work area; or
 - (iv) shortage of power or raw materials, or the accumulation of stocks or the breakdown of machinery or for any other connected reason.
- b) Conduent shall have the right to suspend your services for the duration of the Layoff Event, or any part thereof, if Conduent, in good faith believes it is unable to utilize your services under the Employment Contract due to any such Layoff Event. No compensation will be paid or accrue to you for the duration of such suspension. In the event the Layoff Event continues for a period of more than three (3) months, Conduent shall hold consultation in an endeavor to find a solution to the problem, failing which the Employment Contract may be duly terminated.
- c) Conduent shall not be liable for any default or non-performance of obligations under this Employment Contract, if such default or non-performance of obligations is caused by a Layoff Event.

15. Legal Authorization

You agree and confirm that you are authorized to work in India and can provide proof of this with legal documentation. This documentation will be obtained by Conduent, for its legal records, if necessary.

16. Governing Law

The terms and conditions of this Employment Contract shall be governed by, construed and interpreted in accordance with the laws of India. Any action seeking legal or equitable relief arising out of or relating to the terms of this Employment Contract will be brought only in the courts of Bangalore, India

17. Entire Agreement

This Employment Contract, Company Rules and annexures, constitutes the entire agreement between the parties and supersedes all previous oral/written communications, representations, understanding and agreements between the parties, if any. The terms contained herein can be amended or modified at any time by Conduent and you will be duly informed in writing. Your rights set out in this Employment Contract are solely for your benefit and shall not be assignable. At the time of joining Conduent you may be required to accept and sign certain documents, including documents relating to Confidential Information and work product ownership. Such documents shall also form a part and parcel of this Employment Contract.

18. Employment Start Date

Your assignment is effective from **February 28, 2022**.

19. Documents Required

1. All Education certificates and mark sheets.
2. Two passport size photographs (to be submitted on the date of joining)
3. Relieving certificates from all previous employers
4. Last drawn Salary certificate from previous employer
5. TDS Certificate, Form 16 for current financial year (if available)
6. Experience certificates from previous employers
7. Aadhaar Card (Mandatory)
8. Proof of Identity/ Date of Birth
Copy of PAN card (Mandatory)
Copy of Passport (Mandatory)
Copy of Driving License/Ration card (if available)
Birth certificate or 10th class mark sheet (if available)
9. Address proof - copy of any one of the following (Passport / Driving License / Ration card / Aadhaar Card / Rent Lease Agreement / Mobile Bill / Bank Statement / Bank Passbook)

20. Acceptance

To accept this Employment Contract, please fill up the attached form and return it to us immediately. If we do not receive your acceptance one (1) week from the date of receipt of this Employment Contract, this Employment Contract shall stand revoked, unless Conduent decides otherwise.

We look forward to your commencing work with the Conduent, and to your being part of the Conduent Business Services India LLP family.

Yours Sincerely,

With Warm Regards,
For Conduent Business Services India LLP,



Anitus Niranjana
Director - Human Resources

DECLARATION

I accept the appointment on the terms and conditions contained in this Employment Contract and annexures, and other conditions and service rules as applicable to the employees of Conduent from time to time and I shall be joining the services of Conduent, no later than **February 28, 2022**

[Signature]

Place: _____
Date: _____

Accepted
Signature (_____)
Name: _____

Fwd: [EXTERNAL] Placement Drive 2022_ Design Engineer_ITS Engineering College Gr. Noida_ 10th February 2022.

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Tue, Feb 22, 2022 at 4:17 PM

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

From: **Singh, Rahul AVL/IN** <Rahul.Singh2@avl.com>

Date: Tue, Feb 22, 2022 at 4:06 PM

Subject: RE: [EXTERNAL] Placement Drive 2022_ Design Engineer_ITS Engineering College Gr. Noida_ 10th February 2022.

To: Shalini Khatri <shalini.khatri@its.edu.in>

Anuj is selected, Please ask him to share Aadhar card pan card educational docs 10th onwards

Other students are not ok

Regards
Rahul Singh

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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2/22/22, 4:21 PM

I.T.S The Education Group Mail - Fwd: [EXTERNAL] Placement Drive 2022_ Design Engineer ITS Engineering College Gr. Noida...



Anuj.docx
45K

Fwd: Regarding Joining- Civil

2 messages

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Sat, Feb 12, 2022 at 3:15 PM

Please update during training stipend will be 12K an after training t will be 15-18K as per the performance.

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

From: **HR - JBLGEO Technologies** <hr@jbltech.in>

Date: Sat, Feb 12, 2022 at 2:39 PM

Subject: Regarding Joining

To: <shalini.khatri@its.edu.in>

Cc: <ddsharma@jbltech.in>

Hi Shalini,

In reference to the CV given to us, we have selected Mr. Akash, Mr. Khet singh and Mr. Nitish for our project of govt. school and Toilet construction. Their salary would be in between 10-12k per months, final amount will be decided by our Project head when they will visit our Head Office. After 6-7 months their performance will be evaluated. Mr. Ahahd has turn down our offer.

Project - Govt. school and Toilet construction.

Location – **Balia and Ghazipur for U.P**

NGO name - Bharat Sevashram Sangha, BF – BSS Projects, (UN – ECOSOC Status, a Member of UNESCO)

Salary – 10-12k + Travelling Allowance of Bike as per actual.

Please confirm their joining date and ask them to meet in our Ghaziabad office on Tuesday/ Wednesday for Induction in below mentioned address.

A- 318, Rajhansh plaza, Indirapuram, Ghaziabad (Opposite of Aditya Mall)

Regards

Rituparna Banerjee

JBL GEO Technologies Pvt Ltd

(Formerly Known As **JBL Technologies**)

A 318, Rajhans Plaza, Indirapuram

Ghaziabad, UP – 201 014, India

✉: hr@jbltech.in | 🌐: www.jbltech.in



ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Feb 23, 2022 at 5:12 PM

[Quoted text hidden]



BRICK SOLUTIONS

Date: 21-04-2022

To,

Mr Khetsingh
Raheliya,
Mahoba,
Mahoba,
Uttar Pradesh-210427
Contact No.- 07991522967

Dear Mr. Khetsingh

Sub: **Letter of Offer for Employment**

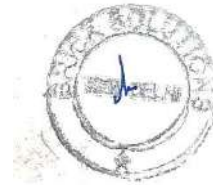
With reference to your application and subsequent interview with us, we are pleased to offer you an appointment in our organization as **GIS Trainee** with effect from **22nd April 2022** You will be assigned to work with our client CE Info Systems Limited (MapmyIndia) at their Multiple Offices.

Your CTC and Inhand Salary as per detailed give below:-

Basic	15010.00
Bonus	1250.00
Gross Salary	16260.00
Less:	
Employee Contribution to ESI	122.00
In hand Salary	16138.00
Add:	
Employer's Contribution to ESI	528.00
CTC	16788.00

On the date of your joining, you may please bring along the following:

1. Proof of age
2. Copies of Educational Certificates (10th,12th, Graduation, PG etc.)
3. Copies of professional Certificates
4. Relieving certificate from the previous employer
5. Appointment letter of the previous employer and salary revision letters
6. Last pay slip received from the previous employer
7. 6 Passport Size photographs
8. An updated Curriculum Vitae
9. Address Proof
10. Copy of Cancelled Cheque
11. Copy of Pan Card





BRICK SOLUTIONS

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

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

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

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

Yours truly,

For Brick Solutions

Authorised Signatory





BRICK SOLUTIONS

Date: 05-04-2022

To,

Mr Nitish Kumar Singh
Village-Gauri,
Post-Bahuar,
Distt.- Mirzapur,
U.P.-231302
Contact No.- 09307093173

Dear Mr. Nitish Kumar Singh

Sub: Letter of Offer for Employment

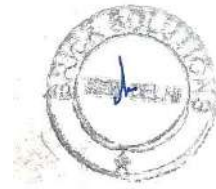
With reference to your application and subsequent interview with us, we are pleased to offer you an appointment in our organization as **GIS Trainee** with effect from **12th April 2022** You will be assigned to work with our client CE Info Systems Limited (MapmyIndia) at their Multiple Offices.

Your CTC and Inhand Salary as per detailed give below:-

Basic	15010.00
Bonus	1250.00
Gross Salary	16260.00
Less:	
Employee Contribution to ESI	122.00
In hand Salary	16138.00
Add:	
Employer's Contribution to ESI	528.00
CTC	16788.00

On the date of your joining, you may please bring along the following:

1. Proof of age
2. Copies of Educational Certificates (10th,12th, Graduation, PG etc.)
3. Copies of professional Certificates
4. Relieving certificate from the previous employer
5. Appointment letter of the previous employer and salary revision letters
6. Last pay slip received from the previous employer
7. 6 Passport Size photographs
8. An updated Curriculum Vitae
9. Address Proof
10. Copy of Cancelled Cheque
11. Copy of Pan Card





BRICK SOLUTIONS

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

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

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

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

Yours truly,

For Brick Solutions

Authorised Signatory





BRICK SOLUTIONS

Date: 21-04-2022

To,

Mr Anand Prakash Gupta
0, Rana Pratap Nagar,
Islampur, Nalanda,
Pakki Talab,
Islampur,
Bihar-801303
Contact No.- 07488094280

Dear Mr. Anand Prakash Gupta

Sub: **Letter of Offer for Employment**

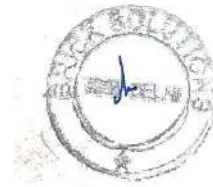
With reference to your application and subsequent interview with us, we are pleased to offer you an appointment in our organization as **GIS Trainee** with effect from **22nd April 2022** You will be assigned to work with our client CE Info Systems Limited (MapmyIndia) at their Multiple Offices.

Your CTC and Inhand Salary as per detailed give below:-

Basic	15010.00
Bonus	1250.00
Gross Salary	16260.00
Less:	
Employee Contribution to ESI	122.00
In hand Salary	16138.00
Add:	
Employer's Contribution to ESI	528.00
CTC	16788.00

On the date of your joining, you may please bring along the following:

1. Proof of age
2. Copies of Educational Certificates (10th,12th, Graduation, PG etc.)
3. Copies of professional Certificates
4. Relieving certificate from the previous employer
5. Appointment letter of the previous employer and salary revision letters
6. Last pay slip received from the previous employer
7. 6 Passport Size photographs
8. An updated Curriculum Vitae
9. Address Proof
10. Copy of Cancelled Cheque
11. Copy of Pan Card





BRICK SOLUTIONS

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

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

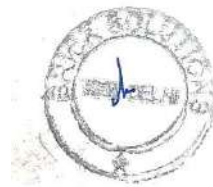
Please sign and return duplicate copy of this letter in token of your acceptance.

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

Yours truly,

For Brick Solutions

Authorised Signatory



Fwd: ITS Engineering College, Gr. Noida_ACC Cement: Invitation- Campus Placement Batch 2022.

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Sat, Feb 26, 2022 at 11:21 AM

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

From: **Nirmal SINGH** <nirmal.singh@acclimited.com>

Date: Thu, Feb 24, 2022, 18:53

Subject: Re: ITS Engineering College, Gr. Noida_ACC Cement: Invitation- Campus Placement Batch 2022.

To: Shalini Khatri <shalini.khatri@its.edu.in>

Dear Shalini Mam

Greetings from ACC Limited!!!

Pls find the list of students those who have cleared their final round of interviews and got selected as GET's for ACC Concrete.

Selected Students on Interview on 23/02/2022				
Sr. No.	NAME	BRANCH	COLLEGE	E-mail ID
1	IMRAN	ME	ITS	imransa_me18@its.edu.in
2	NAZIR ANSARI	ME	ITS	nansari9651@gmail.com
3	MUKESHN KUMAR	ME	ITS	mukeshkumarkr_me18@its.edu.in
4	SHIVAM PRATAP	ME	ITS	spsinghraj23@gmail.com
5	LOVELY GUPTA	CE	ITS	lovelygupta016@gmail.com
6	SANJAY	CE	ITS	sanjayml_ce18@its.edu.in

All the very best to all & Good Luck!!!

Many many thanks for your support!!!!

Best Regards

Nirmal Singh

Area HR-North, ACC Concrete

(QCI CERTIFIED PLANTS)

ACC Limited

13A / 1, Udyog Kendra

Gr.Noida, U.P. - 201304

nirmal.singh@acclimited.com

website: www.acclimited.com["Innovative concrete solutions proudly delivered by people you can trust"](#)

ITS Engineering College

46, Knowledge park-III, Greater Noida- 201310

Ph: 0120- 2331000, 2331001

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Date : 20.09.2022

To,

Nazir Ansari
S10/69 A-R-K-1 Hukulganj Varanasi UP-221002

Subject: - Job Offer for the post of Graduate Engineer Trainee-CQF

Dear Nazir

With reference to your application and subsequent interview held, we are pleased to inform you that you have been selected for the post of Graduate Engineer Trainee-CQF on the remuneration and terms & conditions as mutually agreed upon.

Further, you shall be required to join us on or before 22.09.2022 at 3D, Udyog Vihar, Ecotech II, Greater Noida - U.P. The formal Appointment Letter, giving all details, will be issued to you after your joining with us.

At the time of joining please submit following documents: -

1. Photocopies of your academic record (class 10th onwards)
2. Proof of date of birth
3. Photocopies of experience certificates / relieving letter
4. 4 passport size photographs
5. Salary Certificate from last employer
6. Medical Certificate from the recognized medical practitioner
7. Photocopies of your Aadhar & Pan Card

We wish you all the best of your new appointment.

Please sign and return the duplicate copy of this letter as a token of your acceptance.

For Global Autotech Ltd



Dr. N. Tarle
COO - EVP

Global Autotech Limited

(Government Recognised Star Export house)

Regd. Office : LGF, 83, World Trade Centre, Barakhamba Lane, New Delhi, Ph.: 91-11-23414946-49 Fax : 011-23414945

Plant I : 6F, Sector 40-41, Greater Noida-201308, (U.P.) INDIA

Ph.: 91-120-2341617/18/20, 3238533 Fax : 91-120-2341619

Plant II : 3D, Udyog Vihar, Ecotech-II, Greater Noida-201 306 (U.P.) INDIA

Ph. : +91-120-4141800, Fax : 91-120-4141811

Website : www.globalauto.co.in

CIN No. U34300DL2003PLC120424

Mr. - Shivam Pratap Singh
Address. - Vill-Muhammad Pur,P.O Dholna U.P
Contact No.-7617747092, Email-id:spsinghraj23@gmail.com

Date: 24/08/2022

Subject: Offer of Employment

Dear sir,

We are pleased to offer you a position in our organisation on the following terms and conditions

- Location: Kaiser Appliances Plot no.-609-610 IMT SEC-69 FBD
- Designation: Graduate Engineer Trainee
- Salary:17724 CTC
- Date of joining: 01/09/2022
- Timing: As per Factory Timing.
- Probation Period: Six months' probation period.
- After six months Re-evaluation will be done on performance.

We would appreciate your joining latest by the date given above. It is pertinent to mention here that in case you do not join by the date mentioned above this offer of Employment stands automatically withdrawn.

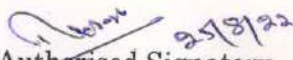
Please come with the following documents when you report for work on day one.

1. 4 copies of passport size photograph (self).
2. Photostat 2 copies of the following and original (for verification)
 - Certificate for proof of DOB.
 - Educational / Qualification certificates.
 - Experience certificates for the previous employments (if applicable).
 - Relieving letter / resignation acceptance letter.
 - Proof of last salary drawn.
 - Permanent Account Number (PAN)
 - Bank Account No.
 - Aadhar card
 - Passport no. and validity (if applicable)
 - Driving license details valid up to (if applicable)
 - Provident fund & UAN (if applicable)
 - ESIC No. (If applicable)
 - Notice Period is one month for relieving job.

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

Yours faithfully

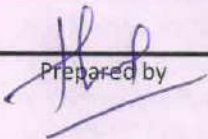
For Kaiser Appliances



Authorised Signatory

Salary Sheet - Cost To The Company

Name	Shivam Pratap Singh
Date of birth	28/11/1999
Qualification	B.TECH
Position	Graduate Engineer Trainee
Date of joining	01/09/2022
Location	KAISER APPLIANCES PLOT NO.609-610 IMT SEC 69

1 Basic pm (as per rules)	Rs	11000
2 HRA pm (as per rules)	Rs	4000
3 Conveyance Allowance (as per rule)	Rs	
4 Personal Pay pm (as per rules)	Rs	
5 Allowance 1 (as per rules)	Rs	0
6 Allowance2 (as per rules)	Rs	0
7 GROSS SALARY	Rs	15000
8 PF (Employee's Contribution)	Rs	1320
9 ESI(Employee's Contribution)	Rs	113
10 Welfare Fund (employee's cont.)	Rs	
11 DEDUCTIONS	Rs	1433
12 IN HAND SALARY	Rs.	13568
13 PF (Employer's Contribution)	Rs	1320
14 ESI (Employers'Contribution)	Rs	488
15 Welfare Fund (Employer's Cont)	Rs	
16 Bonus / exgratia pm (as per rules)	Rs	916
17 Gratuity pm (as per rules)	Rs	
18 EMPLOYER CONTRIBUTION	Rs	2724
19 TOTAL CTC	Rs	17724

Prepared by 

Approved by  25/8/22

Signature of the Employee

Date

Fwd: ITS Engineering College, Gr. Noida_ACC Cement: Invitation- Campus Placement Batch 2022.

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Sat, Feb 26, 2022 at 11:21 AM

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

From: **Nirmal SINGH** <nirmal.singh@acclimited.com>

Date: Thu, Feb 24, 2022, 18:53

Subject: Re: ITS Engineering College, Gr. Noida_ACC Cement: Invitation- Campus Placement Batch 2022.

To: Shalini Khatri <shalini.khatri@its.edu.in>

Dear Shalini Mam

Greetings from ACC Limited!!!

Pls find the list of students those who have cleared their final round of interviews and got selected as GET's for ACC Concrete.

Selected Students on Interview on 23/02/2022				
Sr. No.	NAME	BRANCH	COLLEGE	E-mail ID
1	IMRAN	ME	ITS	imransa_me18@its.edu.in
2	NAZIR ANSARI	ME	ITS	nansari9651@gmail.com
3	MUKESHN KUMAR	ME	ITS	mukeshkumarkr_me18@its.edu.in
4	SHIVAM PRATAP	ME	ITS	spsinghraj23@gmail.com
5	LOVELY GUPTA	CE	ITS	lovelygupta016@gmail.com
6	SANJAY	CE	ITS	sanjayml_ce18@its.edu.in

All the very best to all & Good Luck!!!

Many many thanks for your support!!!!

Best Regards

Nirmal Singh

Area HR-North, ACC Concrete

(QCI CERTIFIED PLANTS)

ACC Limited

13A / 1, Udyog Kendra

Gr.Noida, U.P. - 201304

nirmal.singh@acclimited.com

website: www.acclimited.com["Innovative concrete solutions proudly delivered by people you can trust"](#)

ITS Engineering College

46, Knowledge park-III, Greater Noida- 201310

Ph: 0120- 2331000, 2331001

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25 February 2022

Mr. Md Danish Iqbal,
ITS College,
Email - mddanishiqbalmnk_cse18@its.edu.in,
Mobile - 7296009066

Subject: Offer Letter

Dear Danish,

Greetings,

Congratulation and welcome to the **UNO MINDA GROUP**.

With reference to the interview you had with us, we are pleased to offer you position as "Graduate Engineer Trainee", as per the terms and condictions mutually agreed at the time of interview.

You will abide by all rules and regulations of the Company, which are in the operations from time to time.

You will be issued a detailed Appointment Letter at the time of joining the duty. You can join the duty on **04 July 2022**.

Kindly bring your original testimonials and photocopy of each, along with four colored passport size photographs at the time of joining.

Please sign the duplicate copy of this letter as token of your acceptance to this offer.

Yours faithfully,

For **MINDA INDUSTRIES LIMITED**


Annu Sethi
Head Talent Management and C&B- Group


Md Danish Iqbal



Name : Md Danish Iqbal
Designation : Graduate Engineer Trainee

PARTICULAR	AMOUNT (Rs. PM)	AMOUNT (Rs. PA)
BASIC	18758	225090
H.R.A. (50% of Basic)	9379	112545
Bonus / Ex-Gratia (15% of Basic)	2814	33764
CO. P.F.(12% of Basic)	2251	27011
CHILDREN EDUCATION ALLW.	400	4800
UNIFORM MAINTENANCE ALLOWANCE	800	9600
TRANSPORT ALLOWANCE	1600	19200
PROFESSIONAL PURSUIT ALLOWANCE	1500	18000
GROSS SALARY	37501	450009

**All GET would be eligible for one time Loyalty Bonus of 2.25 Lacs on completing 3 years with the company.

Mediclaime Insurance for Self, Spouse & Children.

Accidental Insurance for Self.

Gratuity as per Act.



Annu Sethi
Head Talent Management and C&B Group



Md Danish Iqbal

Fwd: ITS Engineering College, Gr. Noida_ Muvro: Invitation- Campus Placement Batch 2022.

Shalini Khatri <shalini.khatri@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Mar 9, 2022 at 5:33 PM

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

From: **Hemy Sharma** <hr@muvro.in>
 Date: Wed, Mar 9, 2022, 17:13
 Subject: RE: ITS Engineering College, Gr. Noida_ Muvro: Invitation- Campus Placement Batch 2022.
 To: Shalini Khatri <shalini.khatri@its.edu.in>

Hi

Below is the feedback.

Sno	Name	Trade	DOJ	Selected/Reject	College Name
1	Devesh Singh	Mechanical	01-04-2022	Selected	NIET
2	Sushant Gupta	Mechanical	01-04-2022	Selected	ITS
3	Yatin Gautam	Mechanical	01-04-2022	Selected	Galgotias College of Engineering and Technology
4	Tushar Singh	Mechanical	01-04-2022	Selected	Galgotias College of Engineering and Technology
5	Abhishek Kumar	Mechanical	01-04-2022	Selected	Galgotias College of Engineering and Technology
6	Pankaj Kumar	Mechanical	01-04-2022	Selected	ABES

We look forward of joining with following documents:

- Seven colored passport size photographs
- Photostat copies of Aadhar Card, Pan Card.
- Photostat copies of school passing certificate (showing date of birth) and all educational qualification certificates.
- Medical Fitness Certificate.
- At time of joining at least one Educational certificate to be submitted in the company, same will be release on your relieving from the company.

Note:- First day reporting time is 10 am

Candidate have to come in formal attire.

Photograph should be recent and coloured.

[Quoted text hidden]

Fwd: ITS Engineering College, Gr. Noida_ACC Cement: Invitation- Campus Placement Batch 2022.

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Sat, Feb 26, 2022 at 11:21 AM

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

From: **Nirmal SINGH** <nirmal.singh@acclimited.com>

Date: Thu, Feb 24, 2022, 18:53

Subject: Re: ITS Engineering College, Gr. Noida_ACC Cement: Invitation- Campus Placement Batch 2022.

To: Shalini Khatri <shalini.khatri@its.edu.in>

Dear Shalini Mam

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Selected Students on Interview on 23/02/2022

Sr. No.	NAME	BRANCH	COLLEGE	E-mail ID
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3	MUKESHN KUMAR	ME	ITS	mukeshkumarkr_me18@its.edu.in
4	SHIVAM PRATAP	ME	ITS	spsinghraj23@gmail.com
5	LOVELY GUPTA	CE	ITS	lovelygupta016@gmail.com
6	SANJAY	CE	ITS	sanjayml_ce18@its.edu.in

All the very best to all & Good Luck!!!

Many many thanks for your support!!!!

Best Regards

Nirmal Singh

Area HR-North, ACC Concrete

(QCI CERTIFIED PLANTS)

ACC Limited

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Minda Industries Ltd.



25 February 2022

Mr. Md Danish Iqbal,
ITS College,
Email - mddanishiqbalmnk_cse18@its.edu.in,
Mobile - 7296009066

Subject: Offer Letter

Dear Danish,

Greetings,

Congratulation and welcome to the **UNO MINDA GROUP.**

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Kindly bring your original testimonials and photocopy of each, along with four colored passport size photographs at the time of joining.

Please sign the duplicate copy of this letter as token of your acceptance to this offer.

Yours faithfully,

For **MINDA INDUSTRIES LIMITED**


Annu Sethi
Head Talent Management and C&B- Group


Md Danish Iqbal



MINDA INDUSTRIES LTD. (Corporate) Village Nawada Fatehpur, P.O. Sikanderpur Badda, Manesar, Distt. Gurgaon, Haryana - 122004, INDIA. T: +91 124 2290427/28, 2290693/94/96 Fax: +91 124 2290676/95, Email - info@mindagroup.com, www.unominda.com, Regd. Office : B-64/1, Wazirpur Industrial Area, Delhi-110052, CIN : L74899DL1992PLC050333

Name : Md Danish Iqbal
Designation : Graduate Engineer Trainee

PARTICULAR	AMOUNT (Rs. PM)	AMOUNT (Rs. PA)
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Annu Sethi
Head Talent Management and C&B Group



Md Danish Iqbal

Fwd: ITS Engineering College, Gr. Noida_ Muvro: Invitation- Campus Placement Batch 2022.

Shalini Khatri <shalini.khatri@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Mar 9, 2022 at 5:33 PM

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Note:- First day reporting time is 10 am

Candidate have to come in formal attire.

Photograph should be recent and coloured.

[Quoted text hidden]

Fwd: Warm Welcome to ACC Concrete Family

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Tue, Mar 15, 2022 at 10:20 AM

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

From: **bittu yadav** <ybittu12349@gmail.com>
Date: Fri, Mar 11, 2022 at 4:11 PM
Subject: Fwd: Warm Welcome to ACC Concrete Family
To: <shalini.khatri@its.edu.in>

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

From: **Anushree PARAB** <anushree.parab@acclimited.com>
Date: Thu, 10 Mar, 2022, 10:06 PM
Subject: Warm Welcome to ACC Concrete Family
To:
Cc: Nirmal SINGH <nirmal.singh@acclimited.com>

Dear All,

A Warm Welcome to our ACC Concrete family !!

You have been selected for three months Internship at our organization w.e.f. **12th March,2022**. During the Internship period you will be paid a stipend Rs.10,000/- per month. After successful completion of the Internship period and final examination you will be offered as "**Graduate Engineer Trainee**" in our Organization.

Request you to report at the ACC Concrete Greater Noida Plant at **10:00 am on Saturday, 12th March,2022**.

- You are requested to carry your PAN Card & Aadhar Card as well as two sets of photocopies. You are also required to carry your Passport Size 4 Photographs.
- Please carry your COVID Vaccination Completion Certificate and RTPCR Negative report (Test should be done 72 hours before joining)

If you have further questions, or need more clarity, we encourage you to call **Mr. Nirmal Singh , Mobile +91 9582217097 OR Ms.Anushree Parab , Mobile +91 9167831113**.

Once again, welcome you to our ACC Concrete Family and look forward to working with you.

Warm Regards,
Anushree Parab

Anushree Parab
Training & Development, ACC Concrete
ACC Limited
ACC Thane Complex, L.B.S. Marg,

Thane - 400604, India
Fax:- +91 022 23838234
Phone : +91 33027686
Mobile no.: +91 9167831113
anushree.parab@acclimited.com

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

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Dear Gurserjan,

15.03.2022

This is in with reference to your interview and subsequent discussions, we are pleased to offer you position of **Trainee Engineer** based at our Noida office, **at mutually agreed remuneration**. As mutually discussed, we look forward to have you on the board by **16/03/2022**. Please review this summary of terms and conditions for your anticipated employment with us.

Important T&C

1. Your services will be governed by the rules and regulations of the company in force at present and/or amended/enacted from time to time.
2. Your services can be terminated without notice or pay in lieu thereof provided:
 - i. The Management finds that the particulars supplied by you either in the application form or at the time of interview are incorrect.
 - ii. The Management finds that you are guilty of misconduct, unauthorized absence from duty willful negligence, unethical conduct, insubordination, breach of this appointment letter and acts of the like nature.
3. You will maintain complete secrecy of all documents such as drawings, design records formulae and techniques etc. and shall not divulge disclose express or tell/discuss any matter relating to the company to any outsider.
4. Your accommodation and food expense during stay at Noida office (if any) is already included in your agreed remuneration, hence, shall not be provided separately.
5. You can be appointed/transferred in any of our group companies.
6. You will sign bond for a period of 2 years from the date of joining.

This letter of Intent is being sent to you, showing our intentions to appoint you detailed letter of appointment with all T&C, will be provided to you after your joining. Please give acceptance of above mail (with resignation copy) within 2 working days.

Please bring following documents (original+ photocopy) on the date of joining:

- Aadhar card
- Pan card
- Latest 3 month's salary slips.
- All previous companies relieving cum experience letter.
- Updated Resume duly signed.
- Latest Passport size Photograph

Educational qualification documents :10th, 12th, Graduation & P.G passing certificates.

We are looking forward to have a long and prosperous relationship with you.

For Christian Pfeiffer Pvt. Ltd

MeenuRawat

Manager-HR

Mr. Prashant Bajaj

Dy. General Manager

Dear Akash,

15.03.2022

This is in with reference to your interview and subsequent discussions, we are pleased to offer you position of **Trainee Engineer** based at our Noida office, **at mutually agreed remuneration**. As mutually discussed, we look forward to have you on the board by **16/03/2022**. Please review this summary of terms and conditions for your anticipated employment with us.

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2. Your services can be terminated without notice or pay in lieu thereof provided:
 - i. The Management finds that the particulars supplied by you either in the application form or at the time of interview are incorrect.
 - ii. The Management finds that you are guilty of misconduct, unauthorized absence from duty willful negligence, unethical conduct, insubordination, breach of this appointment letter and acts of the like nature.
3. You will maintain complete secrecy of all documents such as drawings, design records formulae and techniques etc. and shall not divulge disclose express or tell/discuss any matter relating to the company to any outsider.
4. Your accommodation and food expense during stay at Noida office (if any) is already included in your agreed remuneration, hence, shall not be provided separately.
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We are looking forward to have a long and prosperous relationship with you.

For Christian Pfeiffer Pvt. Ltd

MeenuRawat

Manager-HR

Mr. Prashant Bajaj

Dy. General Manager

HR/22-23/30484

18th July 2022

Dear Mr. Atif Shakeeb,
Gopalganj, Bihar

With reference to the campus recruitment drive we are pleased to make a career offer to you for the position of **Graduate Engineer Trainee – Mechanical Engineering**. Your training period will be for one year, after successful completion of your training period you will be designated as **Engineer - Mechanical Engineering (E3)** in location **Delhi** and will be on probation for the next six months.

You will be required to join on **01st August 2022**.

The break-up of your proposed compensation is as under: -

<u>Emoluments</u>	<u>Amount (INR.)</u>
Basic Pay (p.m.)	15,000.00
Allowances (p.m.)	10,000.00
Gross Salary (p.m.)	25,000.00
Gross Salary (p.a.)	3,00,000.00

Retiral & Annual Benefits (p.a.)

PF @ 12% (Employer Contribution)	21,600.00
Gratuity	8,654.00
Annual Bonus	14,994.00
Conveyance Reimbursement (p.a.)	18,000.00
TOTAL CTC	3,63,248.00

Other Benefits

Mobile Expenses Reimbursement (p.a.)	6,000.00	
Medi-Claim (Self, Spouse 2 Children)	3 Lakh	(Family Floater)
Group Personal Accident Policy	40 Lakhs	
Group Term Life Policy	25 Lakhs	

Sterling and Wilson Renewable Energy Limited

(Formerly known as Sterling and Wilson Solar Limited)

Regd. Office: Universal Majestic, 9th Floor, P. L. Lokhande Marg, Chembur (W), Mumbai - 400043

Phone: (91-22) 25485300 | Fax: (91-22) 25485331 | CIN: L74999MH2017PLC292281

Email: info@sterlingwilson.com | Website: www.sterlingandwilsonre.com

After successful completion of your training period, you will be paid one time loyalty bonus of INR 60,000/- (Sixty Thousand Rupees Only)

You are advised to acknowledge and accept the terms and conditions of your employment, by signing the copy of this Offer Letter.

Please note that this offer letter is valid subject to your successful completion of your graduation degree, and you being medically fit for employment.

We welcome you to Sterling and Wilson Group.

Yours sincerely

For Sterling and Wilson Renewable Energy Limited



Mohan Singh
Group Head – Human Resources

Acceptance of Offer

If after signing and returning this Offer Letter, you decide not to join us, an amount equivalent to one month of your Offered Gross Salary shall be payable by you to Sterling and Wilson Renewable Energy Limited Ltd. to defray the recruitment time and related costs incurred.

Signature _____

Date _____

Sterling and Wilson Renewable Energy Limited

(Formerly known as Sterling and Wilson Solar Limited)

Regd. Office: Universal Majestic, 9th Floor, P. L. Lokhande Marg, Chembur (W), Mumbai - 400043

Phone: (91-22) 25485300 | Fax: (91-22) 25485331 | CIN: L74999MH2017PLC292281

Email: info@sterlingwilson.com | Website: www.sterlingandwilsonre.com

Ref.: EITPL/Trainee/2022/46

Date: 15/03/2022

✓ Mr./Ms. David Niropui

Address Churachanpur, Manipur

Dear ✓ Mr./Ms. David Niropui

This has reference to your application and the subsequent interview you had with us. In this regard, we are pleased to make an offer to you for the position of "Trainee". Of training period is 1 year.

Your place of work is at East India Technologies (P) Ltd, E-24-26, Site-B, UPSIDC Industrial Area, Greater Noida, and Uttar Pradesh - 201306.

You will be paid Monthly Stipend 15,000 as per the discussion we had at the time of interview.

This Letter you upon your joining duty and satisfactory completion of joining formalities.

If you accept the above, please attest your signature on the duplicate copy of this letter of intent and report at our factory on or before 04th April, 2022 failing which this offer shall be treated as cancelled.

Company will be review your performance after successful completion of training period. The Company EITPL has all the rights to increase/reduce/cancel the training program without discussion to the trainee or monthly stipend.

Trainees are accepted to display high level of professorism & behavior & they will here company guidelines & supervisor's Instruction during program

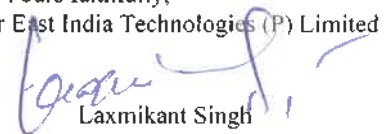
You shall bring the following documents at the time of joining

- 1 Marks cards starting from SSLC (10 Standard) to the final qualifying examination
- 2 Photos – Passport size- 4 Nos.
- 3 Blood Group information
- 4 Copy of Aadhaar Card & PAN Card
- 5 NOC from collage

We welcome you to our organization and look forward to a rewarding and happy association with you.



Yours faithfully,
For East India Technologies (P) Limited


Laxmikant Singh
Head – Human Resources

DECLARATION BY THE TRAINEE

- (i) I do hereby accept the letter of OJT. I declare that I have read the terms and condition of this OJT Letter and I understand its contents clearly.
- (ii) I hereby agree and accept the terms and conditions stipulated and I will report for duty on or before _____ failing which the company will be at liberty to take suitable actions as per the agreement

IN WITNESS WHEREOF I affix my signature here below:

Trainee Name and Signature

East India Technologies (P) Ltd.

E-24-26, Surajpur Industrial Area, Site 'B' Greater Noida - 201306 (U.P.) - India

Email : eitpl@eitpl.com, info@eitpl.com, Website : www.eitpl.com

CIN : U25202UP1996PTC116059



Ref.: EITPL/Trainee/2022/46

Date: 15/03/2022

✓ Mr./Ms. KAIFI NASEEM

Address Nasheman Manzil, Patna, Bihar

Dear ✓ Mr./Ms. Kaifi Naseem

This has reference to your application and the subsequent interview you had with us. In this regard, we are pleased to make an offer to you for the position of "Trainee". Of training period is 1 year.

Your place of work is at East India Technologies (P) Ltd, E-24-26, Site-B, UPSIDC Industrial Area, Greater Noida, and Uttar Pradesh - 201306.

You will be paid Monthly Stipend 15,000 as per the discussion we had at the time of interview.

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Yours faithfully,
For East India Technologies (P) Limited


Laxmikant Singh
Head – Human Resources

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IN WITNESS WHEREOF I affix my signature here below:

Trainee Name and Signature

East India Technologies (P) Ltd.

E-24-26, Surajpur Industrial Area, Site 'B' Greater Noida - 201306 (U.P.) - India

Email : eitpl@eitpl.com, info@eitpl.com, Website : www.eitpl.com

CIN : U25202UP1996PTC116059

Ref.: EITPL/Trainee/2022/46

Date: 15/03/2022

✓ Mr/Ms. MD. Shahid Azhar

Address Piprani Gopalganj (Bihar)

✓ Dear Mr/Ms. MD. Shahid Azhar

This has reference to your application and the subsequent interview you had with us. In this regard, we are pleased to make an offer to you for the position of "Trainee". Of training period is 1 year.

Your place of work is at East India Technologies (P) Ltd, E-24-26, Site-B, UPSIDC Industrial Area, Greater Noida, and Uttar Pradesh - 201306.

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- 5 NOC from collage

We welcome you to our organization and look forward to a rewarding and happy association with you.

Yours faithfully,
For East India Technologies (P) Limited



Manoj Singh
Head, Human Resources

DECLARATION BY THE TRAINEE

- (i) I do hereby accept the letter of OJT. I declare that I have read the terms and condition of this OJT Letter and I understand its contents clearly.
- (ii) I hereby agree and accept the terms and conditions stipulated and I will report for duty on or before _____ failing which the company will be at liberty to take suitable actions as per the agreement

IN WITNESS WHEREOF I affix my signature here below:

Trainee Name and Signature

East India Technologies (P) Ltd.

E-24-26, Surajpur Industrial Area, Site 'B' Greater Noida - 201306 (U.P.) - India

Email : eitpl@eitpl.com, info@eitpl.com, Website : www.eitpl.com

CIN : U25202UP1996PTC116059

Ref.: EITPL/Trainee/2022/46

Date: 15/03/2022

✓
Mr/Ms. Nishant Chauhan

Address Chhachra, Noida, Sector 45

Dear Mr/Ms. Nishant Chauhan

This has reference to your application and the subsequent interview you had with us. In this regard, we are pleased to make an offer to you for the position of "Trainee". Of training period is 1 year.

Your place of work is at East India Technologies (P) Ltd, E-24-26, Site-B, UPSIDC Industrial Area, Greater Noida, and Uttar Pradesh - 201306.

You will be paid Monthly Stipend 15,000 as per the discussion we had at the time of interview.

This Letter you upon your joining duty and satisfactory completion of joining formalities.

If you accept the above, please attest your signature on the duplicate copy of this letter of intent and report at our factory on or before 04th April, 2022 failing which this offer shall be treated as cancelled.

Company will be review your performance after successful completion of training period. The Company EITPL has all the rights to increase/reduce/cancel the training program without discussion to the trainee or monthly stipend.

Trainees are accepted to display high level of professorism & behavior & they will here company guidelines & supervisor's instruction during program

You shall bring the following documents at the time of joining

- 1 Marks cards starting from SSLC (10 Standard) to the final qualifying examination
- 2 Photos – Passport size- 4 Nos.
- 3 Blood Group information
- 4 Copy of Aadhaar Card & PAN Card
- 5 NOC from collage

We welcome you to our organization and look forward to a rewarding and happy association with you.

Yours faithfully,
For East India Technologies (P) Limited



Laxmikant Singh
Head – Human Resources

DECLARATION BY THE TRAINEE

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Trainee Name and Signature

East India Technologies (P) Ltd.

E-24-26, Surajpur Industrial Area, Site 'B' Greater Noida - 201306 (U.P.) - India

Email : eitpl@eitpl.com, info@eitpl.com, Website : www.eitpl.com

CIN : U25202UP1996PTC116059

Ref.: EITPL/Trainee/2022/46

Date: 15/03/2022

✓
Mr/Ms. Vishal Baghel

Address B-346, Himalaya Enclave Khora Colony, Ghaziabad

✓
Dear Mr/Ms. Vishal Baghel

This has reference to your application and the subsequent interview you had with us. In this regard, we are pleased to make an offer to you for the position of "Trainee". Of training period is 1 year.

Your place of work is at East India Technologies (P) Ltd, E-24-26, Site-B, UPSIDC Industrial Area, Greater Noida, and Uttar Pradesh - 201306.

You will be paid Monthly Stipend 15,000 as per the discussion we had at the time of interview.

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Yours faithfully,
For East India Technologies (P) Limited



Laxmikant Singh
Head – Human Resources

DECLARATION BY THE TRAINEE

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Trainee Name and Signature

East India Technologies (P) Ltd.

E-24-26, Surajpur Industrial Area, Site 'B' Greater Noida - 201306 (U.P.) - India

Email : eitpl@eitpl.com, info@eitpl.com, Website : www.eitpl.com

CIN : U25202UP1996PTC116059

Ref.: EITPL/Trainee/2022/46

Date: 15.03.2022

✓
Mr/Ms. Nishant Gupta

Address Kakarghatta Shahabad (Mandoi)

✓
Dear Mr/Ms. Nishant Gupta

This has reference to your application and the subsequent interview you had with us. In this regard, we are pleased to make an offer to you for the position of "Trainee". Of training period is 1 year.

Your place of work is at East India Technologies (P) Ltd, E-24-26, Site-B, UPSIDC Industrial Area, Greater Noida, and Uttar Pradesh - 201306.

You will be paid Monthly Stipend 15,000 as per the discussion we had at the time of interview.

This Letter you upon your joining duty and satisfactory completion of joining formalities.

If you accept the above, please attest your signature on the duplicate copy of this letter of intent and report at our factory on or before 04th April, 2022 failing which this offer shall be treated as cancelled.

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Trainees are accepted to display high level of professorism & behavior & they will here company guidelines & supervisor's Instruction during program

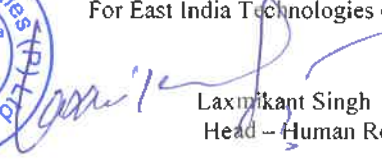
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- 3 Blood Group information
- 4 Copy of Aadhaar Card & PAN Card
- 5 NOC from collage

We welcome you to our organization and look forward to a rewarding and happy association with you.



Yours faithfully,
For East India Technologies (P) Limited


Laxmikant Singh
Head – Human Resources

DECLARATION BY THE TRAINEE

- (i) I do hereby accept the letter of OJT. I declare that I have read the terms and condition of this OJT Letter and I understand its contents clearly.
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IN WITNESS WHEREOF I affix my signature here below:

Trainee Name and Signature

East India Technologies (P) Ltd.

E-24-26, Surajpur Industrial Area, Site 'B' Greater Noida - 201306 (U.P.) - India

Email : eitpl@eitpl.com, info@eitpl.com, Website : www.eitpl.com

CIN : U25202UP1996PTC116059



EAST INDIA GROUP

Ref.: EITPL/Trainee/2022/46

Date: 17/03/2022

✓
Mr/Ms. Vishal Kumar Baitka

Address Rampur daud Gopalganj, Bihar

Dear Mr/Ms. Vishal Kumar Baitka

This has reference to your application and the subsequent interview you had with us. In this regard, we are pleased to make an offer to you for the position of "Trainee". Of training period is 1 year.

Your place of work is at East India Technologies (P) Ltd, E-24-26, Site-B, UPSIDC Industrial Area, Greater Noida, and Uttar Pradesh - 201306.

You will be paid Monthly Stipend 15000 as per the discussion we had at the time of interview.

This Letter you upon your joining duty and satisfactory completion of joining formalities.

If you accept the above, please attest your signature on the duplicate copy of this letter of intent and report at our factory on or before 04th April, 2022 failing which this offer shall be treated as cancelled.

Company will be review your performance after successful completion of training period. The Company EITPL has all the rights to increase/reduce/cancel the training program without discussion to the trainee or monthly stipend.

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- 3 Blood Group information
- 4 Copy of Aadhaar Card & PAN Card
- 5 NOC from collage

We welcome you to our organization and look forward to a rewarding and happy association with you.



Yours faithfully,
For East India Technologies (P) Limited

Laxmikant Singh
Head – Human Resources

DECLARATION BY THE TRAINEE

- (i) I do hereby accept the letter of OJT. I declare that I have read the terms and condition of this OJT Letter and I understand its contents clearly.
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IN WITNESS WHEREOF I affix my signature here below:

Trainee Name and Signature

East India Technologies (P) Ltd.

E-24-26, Surajpur Industrial Area, Site 'B' Greater Noida - 201306 (U.P.) - India

Email : eitpl@eitpl.com, info@eitpl.com, Website : www.eitpl.com

CIN : U25202UP1996PTC116059

Ref.: EITPL/Trainee/2022/46

Date: 15-03-2022

✓
Mr./Ms. Vivek Kumar

Address Gopalganj (Bihar)

Dear ✓
Mr./Ms. Vivek Kumar

This has reference to your application and the subsequent interview you had with us. In this regard, we are pleased to make an offer to you for the position of "Trainee". Of training period is 1 year.

Your place of work is at East India Technologies (P) Ltd, E-24-26, Site-B, UPSIDC Industrial Area, Greater Noida, and Uttar Pradesh - 201306.

You will be paid Monthly Stipend 15,000 as per the discussion we had at the time of interview.

This Letter you upon your joining duty and satisfactory completion of joining formalities.

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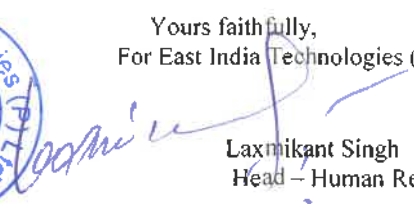
You shall bring the following documents at the time of joining

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- 4 Copy of Aadhaar Card & PAN Card
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We welcome you to our organization and look forward to a rewarding and happy association with you.



Yours faithfully,
For East India Technologies (P) Limited


Laxmikant Singh
Head – Human Resources

DECLARATION BY THE TRAINEE

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Trainee Name and Signature

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E-24-26, Surajpur Industrial Area, Site 'B' Greater Noida - 201306 (U.P.) - India

Email : eitpl@eitpl.com, info@eitpl.com, Website : www.eitpl.com

CIN : U25202UP1996PTC116059



EAST INDIA GROUP

Ref: EITPL/Trainee/2022/46

Date: 23/02/2022

Mr/Ms. Niharika

Address H-9, Gade-2 Phase-2 Bankam Vikas Jal Kaman Gr-2 B. (201005)

Dear Mr/Ms. Niharika

This has reference to your application and the subsequent interview you had with us. In this regard, we are pleased to make an offer to you for the position of "Trainee". Of training period is 1 year.

Your place of work is at East India Technologies (P) Ltd, E-24-26, Site-B, UPSIDC Industrial Area, Greater Noida, and Uttar Pradesh - 201306.

You will be paid Monthly Stipend 15000/- as per the discussion we had at the time of interview.

This Letter you upon your joining duty and satisfactory completion of joining formalities.

If you accept the above, please attest your signature on the duplicate copy of this letter of intent and report at our factory on or before 23/02/2022 failing which this offer shall be treated as cancelled.

Company will be review your performance after successful completion of training period. The Company EITPL has all the rights to increase/reduce/cancel the training program without discussion to the trainee or monthly stipend.

Trainees are accepted to display high level of professorism & behavior & they will here company guidelines & supervisor's instruction during program

You shall bring the following documents at the time of joining

- 1 Marks cards starting from SSLC (10 Standard) to the final qualifying examination
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- 4 Copy of Aadhaar Card & PAN Card
- 5 NOC from collage

We welcome you to our organization and look forward to a rewarding and happy association with you.

Yours faithfully,
For East India Technologies (P) Limited



Laxmikant Singh
Head - Human Resources

DECLARATION BY THE TRAINEE

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Trainee Name and Signature

East India Technologies (P) Ltd.

E-24-26, Surajpur Industrial Area, Site 'B' Greater Noida - 201306 (U.P.) - India

Email : eitpl@eitpl.com, info@eitpl.com, Website : www.eitpl.com

CIN : U25202UP1996PTC116059

Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer

1 message

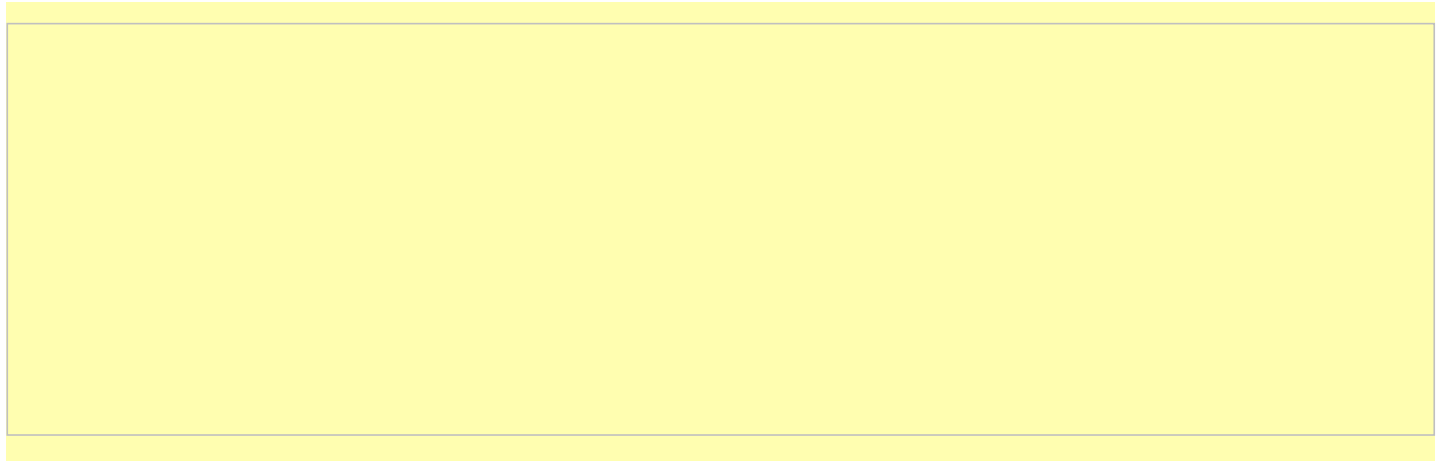
Utkarsh Singh <singhavinab341@gmail.com>
To: "crc_itsecgn@its.edu.in" <crc_itsecgn@its.edu.in>
Cc: "shalini.khatri@its.edu.in" <shalini.khatri@its.edu.in>

Wed, Mar 23, 2022 at 2:55 PM

Dear sir/mam
I am utkarsh singh (roll no. 1822210177) i got selected in infosys as a system role engineer at package of 3.6 lpa

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

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>
Date: Tue, Mar 22, 2022, 11:50 AM
Subject: Infosys Campus Recruitment Program: Congratulations, you have a job offer
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

2 attachments



image001.png
141K



image001.png
141K



BRICK SOLUTIONS

Date: 05-04-2022

To,

Mr Ahad Akhtar
39A, Basant Vihar Sitapur Road,
Abhijeet Convent Public School,
Lucknow,
U.P.-226021
Contact No.- 08090513540

Dear Mr. Ahad Akhtar

Sub: Letter of Offer for Employment

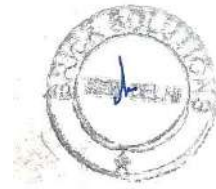
With reference to your application and subsequent interview with us, we are pleased to offer you an appointment in our organization as **GIS Trainee** with effect from **12th April 2022** You will be assigned to work with our client CE Info Systems Limited (MapmyIndia) at their Multiple Offices.

Your CTC and Inhand Salary as per detailed give below:-

Basic	15010.00
Bonus	1250.00
Gross Salary	16260.00
Less:	
Employee Contribution to ESI	122.00
In hand Salary	16138.00
Add:	
Employer's Contribution to ESI	528.00
CTC	16788.00

On the date of your joining, you may please bring along the following:

1. Proof of age
2. Copies of Educational Certificates (10th,12th, Graduation, PG etc.)
3. Copies of professional Certificates
4. Relieving certificate from the previous employer
5. Appointment letter of the previous employer and salary revision letters
6. Last pay slip received from the previous employer
7. 6 Passport Size photographs
8. An updated Curriculum Vitae
9. Address Proof
10. Copy of Cancelled Cheque
11. Copy of Pan Card





BRICK SOLUTIONS

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

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

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

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

Yours truly,

For Brick Solutions

Authorised Signatory



Dear Shyam,

18.04.2022

This is in with reference to your interview and subsequent discussions, we are pleased to offer you position of **Trainee Engineer** based at our Noida office, **at mutually agreed remuneration**. As mutually discussed, we look forward to have you on the board by **25/04/2022**. Please review this summary of terms and conditions for your anticipated employment with us.

Important T&C:

1. Your services will be governed by the rules and regulations of the company in force at present and/or amended/enacted from time to time.
2. Your services can be terminated without notice or pay in lieu thereof provided:
 - i. The Management finds that the particulars supplied by you either in the application form or at the time of interview are incorrect.
 - ii. The Management finds that you are guilty of misconduct, unauthorized absence from duty willful negligence, unethical conduct, insubordination, breach of this appointment letter and acts of the like nature.
3. You will maintain complete secrecy of all documents such as drawings, design records formulae and techniques etc. and shall not divulge disclose express or tell/discuss any matter relating to the company to any outsider.
4. Your accommodation and food expense during stay at Noida office (if any) is already included in your agreed remuneration, hence, shall not be provided separately.
5. You can be appointed/transferred in any of our group companies.
6. You will sign bond for a period of 2 years from the date of Joining.

This letter of Intent is being sent to you, showing our intentions to appoint you detailed letter of appointment with all T&C, will be provided to you after your joining. Please give acceptance of above mail (with resignation copy) within 2 working days.

Please bring following documents (original+ photocopy) on the date of joining:

- Aadhar card
- Pan card
- Latest 3 month's salary slips.
- All previous companies relieving cum experience letter.
- Updated Resume duly signed.
- Latest Passport size Photograph

Educational qualification documents :10th, 12th, Graduation & P.G passing certificates.

We are looking forward to have a long and prosperous relationship with you.

For Chanderpur Works Pvt. Ltd

Meenu Rawat

Manager-HR

Mr. Prashant Bajaj

Dy. General Manager

Subject: Offer Letter

Dear Kajal,

Date: 04/04/2022

This letter confirms our previous conversations and interviews regarding the employment opportunity available to you with **YOUNGMAN INDIA PVT. LTD.** The Company hereby offers you full-time employment as a "**Lead Qualifier; Sales**", commencing on **Monday, 04 April 2022** with total compensation of **INR 2,84,881/- per Annum**.

Compensation is a strictly confidential matter and should not be discussed with anyone, knowingly or unknowingly. Failure to observe confidentiality may attract disciplinary action.

During the period of your employment, you shall (a) report to the assigned person who will be allotted to you post joining, (b) devote your entire working time for or at the direction of the Company or its affiliates, (c) use your best efforts to complete all assignments, and (d) adhere to the Company's procedures and policies in place from time to time.

The terms of offer are as follows:

- A. Job Location: Greater Noida.**
- B. Compensation: INR 2,84,881 Per Annum.**
- C. Your employment is aligned with satisfactory reference checks. If you will be found unethical in any checks and reference checks your employment would be seized and that will result in immediate termination.**
- D. Normal contracted hours of work: Due to the nature of this position, it will be necessary for you to work 9 hours as may be reasonably required for the proper performance of duties, but no less than the normal hours of work of the Company comprising Monday to Saturday (2nd and 4th Saturdays Off) including daily half an hour lunch-break. This doesn't apply on Operations department.**
- E. Holiday: As per the list as agreed within the company.**
- F. You shall be on probation for the period of 6 months, whereafter your services shall be confirmed as per company rules.**

We require the following documents (Photocopy) when you come on your induction and orientation with YOUNGMAN: 4 Photographs and also one e-photo (soft copy) with you in your email.

- Cancelled Cheque copy
- Copy of your resignations and its acceptance
- PAN card + Aadhar card (Photocopy)
- Educational Documents (10th to last)
- Offer & Relieving Letters of employments (all)
- Last 3 Pay slips from last Company
- Bank Statement (As a proof to your salary slips)

Do let me know prior in case you do not have any of your documents on your day of joining.

Also, feel free to contact if you have any query.

Request you to please confirm your joining by replying to this email within 3 working days.

Please Note – You will get the detailed Offer Letter post your joining.

Yours Faithfully,

For YOUNGMAN INDIA PVT. LTD.

Sarita Malik

HOD- HRM (Authorized Signatory)

Fwd: Campus Recruitment -2022

Shalini Khatri <shalini.khatri@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Apr 1, 2022 at 11:14 AM

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

From: **Sonam SHARMA** <sonam.sharma@bureauveritas.com>
 Date: Thu, Mar 31, 2022 at 7:38 PM
 Subject: RE: Campus Recruitment -2022
 To: Shalini Khatri <shalini.khatri@its.edu.in>
 Cc: GSSCrecruit <GSSC_recruit@bureauveritas.com>

Hi Shalini,

Please find the feedback of all the students who gave the technical interview.

S.No	Students Name	Branch	Status	Comment
1	Vishal Kumar	EC	Selected	Rejected in technical interview
4	Pravesh Kumar	CS	Selected	Rejected in technical interview
5	Abhishek Kumar	EC	Selected	Rejected in technical interview
6	Akanksha Mishra	EC	Selected	Rejected in technical interview
9	Ravi Kumar	CS	Selected	Selected, have already shared the SLA with him , try to share his acknowledgement on SLA soon as we want to make him onboard on 4th April
10	Sarika Pal	CS	Selected	Rejected in technical interview
11	Vishal Rajput	CS	Selected	Rejected in technical interview
12	Vishal Tiwari	CS	Selected	Rejected in technical interview
13	Mohd Ashraf	EC	Selected	Rejected in technical interview

Regards,

Sonam Sharma

HR

From: Shalini Khatri [mailto:shalini.khatri@its.edu.in]
Sent: 29 March 2022 11:12
To: Sonam SHARMA <sonam.sharma@bureauveritas.com>
Cc: GSSCrecruit <GSSC_recruit@bureauveritas.com>
Subject: Re: Campus Recruitment -2022

Yes.

On Tue, Mar 29, 2022 at 11:04 AM Sonam SHARMA <sonam.sharma@bureauveritas.com> wrote:

Hi Shalini,

Thanks to share her profile.

Is she available today at 5:30 PM for the technical interview ?

Regards,

Sonam Sharma

HR

From: Shalini Khatri [mailto:shalini.khatri@its.edu.in]
Sent: 29 March 2022 10:54
To: Sonam SHARMA <sonam.sharma@bureauveritas.com>
Cc: GSSCrecruit <GSSC_recruit@bureauveritas.com>
Subject: Re: Campus Recruitment -2022

Hi Sonam,

PFA the resume of Akanksha Mishra.

On Mon, Mar 28, 2022 at 8:49 PM Sonam SHARMA <sonam.sharma@bureauveritas.com> wrote:

Hi Shalini,

Only 13 students attended the communication round out of 23.

Find the below status of the those students who attended the campus drive , you can align the interview with rest students if they are interested for Bureau Veritas .

S.No	Students Name	Branch	Status	Comment
1	Vishal Kumar	EC	Selected	Aligned his 2nd round of interview tomorrow at 7:00 PM
2	Anshit Malik	EC	Rejected	NA
3	Arun Kumar	Electrical And Electronics Engineering	Rejected	NA
4	Pravesh Kumar	CS	Selected	Aligned his 2nd round of interview tomorrow at 2:30 PM
5	Abhishek Kumar	EC	Selected	Aligned his 2nd round of interview on Wednesday at 6:00 PM
6	Akanksha Mishra	EC	Selected	Not able to open her CV , Please align her interview tomorrow at 5:30 PM
7	Mohd Moin	CS	Rejected	NA
8	Rajinder Singh	CS	Rejected	NA
9	Ravi Kumar	CS	Selected	Aligned his 2nd round of interview tomorrow at 12:20 PM
10	Sarika Pal	CS	Selected	Aligned his 2nd round of interview tomorrow at 12:40 PM
11	Vishal Rajput	CS	Selected	Aligned his 2nd round of interview tomorrow at 1:00 PM
12	Vishal Tiwari	CS	Selected	Aligned his 2nd round of interview tomorrow at 1:20 PM
13	Mohd Ashraf	EC	Selected	Aligned his 2nd round of interview on Wednesday at 7:00 PM

Regards,

Sonam Sharma

HR

[Quoted text hidden]



To
Mr. Abhishek Kumar
Gr. Noida,
Uttar Pradesh

Date: 06-04-2022

Letter of Intent

Dear Mr. Abhishek Kumar,

This has reference to your application and the subsequent interview/meetings you had with us. We are pleased to offer you the position of **GET – Maintenance Electrical** at our **Simga Plant - Balodabazar** on terms and conditions mutually agreed with you and documented. You are advised to join on or before **16th April, 2022**. A detailed appointment letter shall be issued within weeks' time of your joining.

At the time of joining, you are required to submit the photocopy of the following documents. Please carry a copy of original documents on the day of joining for endorsement of documents submitted.

21. All academic qualification certificates.
22. Experience/Relieving Certificate from previous employer if previously employed.
23. Copy of PAN Card.
24. Photo ID Address Proof (Aadhar Card/Driving License/Passport).
25. Recent passport size photographs (2 Nos).

Kindly sign the duplicate copy of this letter as a token of your acceptance of this letter.

Please feel free to contact us if you need any assistance for joining.

Yours faithfully,

For: APL Apollo Building Products Pvt. Ltd.

Authorized Signatory

To
Mr. Arun Kumar Verma
Gr. Noida,
Uttar Pradesh

Date: 06-04-2022

Letter of Intent

Dear Mr. Arun Kumar Verma,

This has reference to your application and the subsequent interview/meetings you had with us. We are pleased to offer you the position of **GET – Maintenance Electrical** at our **Simga Plant - Balodabazar** on terms and conditions mutually agreed with you and documented. You are advised to join on or before **16th April, 2022**. A detailed appointment letter shall be issued within weeks' time of your joining.

At the time of joining, you are required to submit the photocopy of the following documents. Please carry a copy of original documents on the day of joining for endorsement of documents submitted.

26. All academic qualification certificates.
27. Experience/Relieving Certificate from previous employer if previously employed.
28. Copy of PAN Card.
29. Photo ID Address Proof (Aadhar Card/Driving License/Passport).
30. Recent passport size photographs (2 Nos).

Kindly sign the duplicate copy of this letter as a token of your acceptance of this letter.

Please feel free to contact us if you need any assistance for joining.

Yours faithfully,

For: **APL Apollo Building Products Pvt. Ltd.**


Authorized Signatory

Fwd: ITS Engineering College, Gr. Noida_ APL Apollo Tubes: Invitation- Campus Placement Batch 2022.

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Mon, Apr 4, 2022 at 12:10 PM

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

From: **Renu Rai** <renurai@aplapollo.com>

Date: Mon, Apr 4, 2022 at 11:57 AM

Subject: RE: ITS Engineering College, Gr. Noida_ APL Apollo Tubes: Invitation- Campus Placement Batch 2022.

To: Shalini Khatri <shalini.khatri@its.edu.in>

Cc: <ankitajain@aplapollo.com>

Dear Shalini,

Below mentioned are necessary details of shortlisted candidates, we will release LOI shortly, kindly let me know for any clarifications.

S.No.	Name of the Students	College Name	CTC To Be Offered
1	Abhishek Kumar	ITS	4.25 LPA
2	Arun Kumar Verma	ITS	4.25 LPA
3	Paras Nath Yadav	ITS	4.25 LPA
4	Ravi Kumar	ITS	4.25 LPA

Regards,

Renu Rai

Senior Manager – HR



36, Kaushambi, Near Anand Vihar Terminal, Ghaziabad, Uttar Pradesh 201010 (India)

[Quoted text hidden]



Ref: 0087056_2/2160911

Dated: May 11, 2022

To
Shadab Ahmad Khan

Sub: Offer of Employment

Dear Mr. Shadab Ahmad Khan,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

Your date of joining will be communicated to you separately.

Your "Annual Compensation"™ is attached herewith as in Annexure "A".

The terms and conditions of employment are in Annexure-B.

You shall be required to work from any of the Zensar office location or as may be instructed by Zensar at the time of joining.

An  **RPG** Company

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+(20) 6605 7888

01



Please note, this job offer will be contingent upon results of your final year examination. Zensar reserves a right to withdraw this offer in case you fail to satisfactorily perform / pass the exam. Also, the offer is conditional to verification of documents listed in Annexure C.

Please confirm your acceptance, in writing via email within 10 days after receiving this letter.

**Yours Sincerely,
For Zensar Technologies Limited**



Sanjeeva Maithani
Vice President - Human Resources

Encl: Annexure A (Salary Structure),
Annexure B (Terms and Conditions of employment)
Annexure C (Document Check List)

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02



Annexure A

Name: Shadab Ahmad Khan
Designation: Jr. Software Engineer
Grade : G0

Component	Annual Gross (INR)	
Basic	192000	Base salary component.
Customized Allowance Pool*	159725	This is used towards HRA / CLA, LTA, Medical Allowance and Children's Education. You may want to split the basket as per your tax plans.
Bonus	16000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	367725	
Company's contribution to PF	23040	12% of Basic
Gratuity	9235	As per Gratuity Act
Gross Compensation	400000	
Group Personal accident Insurance	6864	Sum Insured is Rs. 11,50,000/- Please refer to policy

Group Health Insurance Scheme		Up to four family members (in order of: Associate, Spouse, 2 Dependent Children below age 25) are covered up to a limit of Rs. 2,00,000/- P.A
Term Life Insurance		Sum Insured is Rs. 5,00,000/; Please refer to policy
Total Cost to Company	406864	

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03

**Annexure A: B****1. GRATUITY:**

For every associate, the organization contributes 4.81% of the Basic salary towards the Gratuity fund. All associates who have completed minimum 5 years of continuous service with the organization are entitled for Gratuity.

The entitlements are as per the following slabs:

- 5 years or more, and less than 10 years of service, Gratuity will be calculated @ 15 days basic salary for the number of years completed.
- More than 10 years and less than 15 years of service, Gratuity will be calculated @ one month basic salary for the number of years completed.
- More than 15 years of service, Gratuity will be calculated @ 1¼ month's basic salary for the number of years completed, subject to maximum of 26 months' salary.

The gratuity amount is payable on resignation/retirement subject to above conditions.

In case of death of the associate during the service, the associate's nominee is entitled for the Gratuity benefit calculated on the basis of anticipated service subject to the conditions under the scheme entered with LIC.

2. PROVIDENT FUND:

The associate becomes a member of the provident Fund Trust administered by the company from the date of the joining.

- The company deducts 12% of the basic every month through payroll as the associate's contribution to PF. Additionally, the company contributes 12% of the associate's basic salary and the same is deposited with the Provident Fund Trust.
- Out of the associate's contribution, 8.33% (subject to maximum of Rs. 541 p.m.) is remitted to The Regional Provident Fund Commissioner (RPFC), Pune towards the contribution for pension administered by RPFC.

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- The associate on resignation or retirement can apply to Trust for transfer or withdrawal of Provident Fund accumulation as per the Provident Fund rules.
- The associate is also entitled for Pension from RPFC on resignation or retirement as per the pension rules of RPFC.
- Voluntary Provident Fund: The associate, if wishes, may request for additional PF contribution minimum of 12% & maximum of 20% of Basic salary by way of deduction through payroll.

3. Other Benefits

Hospitalization

You and your spouse will be eligible to avail of the medical insurance cover.

Leave

You will be eligible to 30 days of total leave during a year. This will include 18 days of privilege leaves and 12 days of flexi leaves. Flexi leave can be availed as casual leave, sick leave and paternity leave reasons. The details of the policy would be available to you when you join.

4. Probationary Period

- You will be on probation for a period of 12 months from the date of joining and may be confirmed as a permanent associate upon successful completion of your probation. The period of probation can be extended at the discretion of the Company.
- During the probation period, the Company has the right to terminate your services at any time upon serving one day's notice to you.

5. Notice Period

- You will be required to give three months' notice in case you decide to leave our services and the same is subject to the company's discretion. The company reserves the right at its sole discretion, to substitute the notice period by paying whole or part of your base salary in lieu of the notice period.

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- In case you leave the services of Zensar within 1 year of your joining the Organization, due to any reason, you will be required to repay the total expenses incurred by the company towards reimbursement to you on account of your relocation, notice pay buyout and joining bonus, if any.

6. Garden Leave : In a situation wherein continuation of your services for the specified notice period (whether in part or in full) are not considered detrimental to the interest of the Company, the Company may allow you to serve the

notice period or require you to proceed on Garden Leave during the notice period which you would have otherwise served. However, if the Company receives your request to be relieved from your duties before the completion of the notice period or during Garden Leave, then the Company at its own prerogative may relieve you from your duties on or before the completion of notice period or Garden Leave subject to clauses 8 & 9 herein.

Garden Leave shall mean an arrangement where an employee is not required to attend his duties and responsibilities at the workplace. However, for all purposes he shall continue to be considered as an employee of the Company and make himself available, as and when required by the Company for any work pertaining to his work responsibilities including transition of responsibilities.

7. Employee request for immediate release: In a situation wherein the Company receives your request to be relieved from your duties without serving the notice period, the Company may at its own discretion relieve you with immediate effect.

8. Notice Pay: (a) Notwithstanding the nature of termination of your employment under any of the scenarios as set out, the Company may at its discretion.

- allow you to serve the notice period or
- require you to proceed on Garden Leave during the notice period which you would have otherwise served or
- relieve you immediately or at any time while you are serving your notice period in which event you shall be entitled to receive salary for the unserved notice period.

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(b) In the event, you request the Company for an early release at any time during the notice period being served, you shall be liable to pay the Company, in line with the Company policy on notice pay, for the unserved notice period. Subject to applicable laws and Company's discretion in this regard, the Company may deduct such amount from the payments that shall be payable to you as full and final settlement of your dues. The date of your release, in such event, shall be decided by your designated manager / head of department / business head, as the case may be.

The Company will not be liable for any additional severance obligations under any of the above scenarios

9. Your release from the Company's services shall be subject to satisfactory transition of your duties and responsibilities. You shall also be required to return all Company property in your possession to the person designated by the Company in this regard. Company property shall include all documents and any copies thereof in whatever form those copies may be made, whether on paper, tape, computer disc, cloud storage-based facilities or any other digital medium or otherwise. If you hold any information on any equipment which you own, you shall forthwith copy that information onto an appropriate medium, supply that copy and any other copies in your possession to the Company and then delete such information from all equipment in your possession. Subsequent to the completion of the formalities as mentioned herein, you will be notified of the date of your release. Such release date shall be at the sole discretion of Company notwithstanding your willingness to pay for the unserved notice period for an early release.

10. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of minimum standards set by the company, the company shall have the right to terminate your services at its own discretion.

11. Group Insurances

- From the month following your joining, Company will provide you coverage under the Group Mediclaim Policy and Group Accident Insurance Policy, at no cost to you.

- It is mandatory to declare dependent (Dependent Spouse, Dependent Children) information to include them in the company Medclaim Insurance policy.

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12. Confidentiality

You agree at all times during the term of your employment and thereafter (without limit of time):

- Hold Confidential Information in strictest confidence, and not to use or attempt to use the same, except for the benefit of the Company, and
- Not to disclose or divulge Confidential Information to any person or entity without written authorization of the Company
- You agree to return to Zensar all proprietary information, including copies of paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment.
- For the purposes of Clause, "Confidential Information" means any Company proprietary or confidential information, technical data, trade secrets or know-how, whether oral or written or in electronic format and whether marked confidential or not, including but not limited to; research, business plans, products, product improvements, processes and process documents, services, projects, proposals, all work produced by you whether during normal working hours or not, computer program, documentation, customer lists and customers (including, but not limited to, customers of the Company with whom you become acquainted), markets, software, developments, inventions processes, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by the Company in any country or jurisdiction (until the same is generally available to the public), and any other business information of the Company including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you, whether such information is in tangible form or not, written or otherwise and formal or not. Confidential Information however shall not include knowledge, skills, or information which is common to the business of the Company, or which is generally known outside the Company.

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- You understand that retaining the confidential nature of Confidential Information is of utmost importance to the business of the Company and in addition to the terms stipulated in this agreement herein you agree to execute

a Non-Disclosure Agreement with the company.

- While performing your duties, you shall not copy / use /infringe a third-party intellectual property or confidential information.
- Any breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated without notice.

13. Non Solicitation of Associates and Clients

- You agree that during the period of your employment with the Company, and for one year after the date of termination of such employment (regardless of whether this cessation of employment is voluntary or involuntary, or caused by the breach of this Agreement by either party), other than on behalf of the Company, you will not, either directly or indirectly:
 - Solicit, divert, take away, hire, or recruit, entice or attempt to solicit any associate of the Company or the business of any client, customer, potential client, potential customer, person, or entity with whom Associate had dealings for any purpose related in any manner to the business of the Company.
- Approach or seek employment with the Company's client(s) where you are/were deployed by the Company
- You agree the foregoing restrictions are reasonable both as to time and extent given the nature and scope of the Company's present business and the duties of your employment.
- This clause shall be binding on you even after your separation from the company.

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14. Intellectual Property

- All intellectual property rights, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this employment with the Company shall be the exclusive property of the Company and you agree to assign all such Intellectual Property created during your employment to the company.
- You agree, at the Company's expense, to provide, during and after this employment, all such assistance as the Company reasonably considers necessary, to secure the vesting of such rights in the Company or Terms of Employment.
- You shall indemnify and keep the Company indemnified and harmless against all claims by any third party for loss, damage, expenses suffered, arising out of infringement of any patent, trademark, label, design or application, including software programs and applications by reason of your acts, actions, activities not authorized by the Company or acts, actions, activities undertaken by you against Company's policies, guidelines instructions.

Retirement:

- You will retire/ superannuate from the company on reaching the age of 58 years.
- Notwithstanding the clause on retirement from the company's service, your employment with the Company is subject to termination on three month's prior notice by either side. The Company however, reserves the right

- to, at its sole discretion, substitute the notice period by paying you basic salary in lieu of the notice period.
- For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the required notice period as stated in our Company's HR manual.

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- Notwithstanding anything else stated above, the Company shall also have the right to terminate your employment immediately without notice or payment in lieu of notice if:
 - You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with the Company policies and code of conduct; or
 - You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc) or commit any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; or
 - You commit any breach of any of your duties or obligations under this agreement or the policies of the Company.
 - There is a discrepancy in the documents/certificates given by you as a proof in support of the information provided by you at the time of interview and in the candidate data sheet.

Jurisdiction

Even though the company may depute you overseas for on-site work to any other location, any issues arising out of your contract of employment, shall be governed by the laws of India and the courts of Pune shall have the exclusively jurisdiction

15. Indemnification

- You agree to indemnify the Company for all loss, damage, liabilities and costs and expenses, including reasonable attorney fees, suffered or incurred by the Company or caused by or related to your breach of any of the provisions contained in this Terms of Employment.

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16. Other Terms and conditions

- You agree not to undertake employment, whether full-time or part-time of any other organization / entity engaged in any forms of business activity without the consent of Zensar. The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at any time at the discretion of the company.
- This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize the company or any external agency through Zensar to verify your educational, previous employment, your conduct and any other background checks prior to your joining the company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or objection. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof in support of the above, the company reserves the right to terminate the employment at any time during your service. You agree to abide by all the policies of the Company in force from time to time.

17. SMS Notification

- You agree that the Company can contact you via SMS notifications or any other telephonic mode, before , during and after Zensarâ€™s joining process, in order to, inter-alia, keep you updated and well informed on joining and/or subsequent processes and developments.

18. Disciplinary Action:

- If at any point of time, Company has reasonable prima facie justification to believe that you may have indulged in act(s) that may have violated any of the conditions mentioned herein, Companyâ€™s policies, processes, RPG Code of Corporate Governance & Ethics, any applicable law or regulatory provisions, and the Company decides to carry out further investigation into such acts, Company reserves the right to suspend you from its services pending investigation.

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- During the period of suspension, Company may ask you not to report to work (physically or remotely) and may suspend the use of your company email. Further Company reserves the right to pay you only 50% (fifty percent) of applicable salary (excluding retirement benefits or performance bonus) for the period of suspension.
- Upon completion of investigation, if the company concludes that you have not committed any such misconduct or breach of your obligations, the salary retained as above during suspension will be paid to you in the next immediate payroll cycle.
- If upon completion of investigation, company concludes that you have committed any misconduct or violated any of the conditions mentioned herein, Companyâ€™s policies, processes, RPG Code of Corporate Governance & Ethics, any applicable law or regulatory provisions, Company may impose such punishment as it deems fit, including suspension or fine or stoppage of annual increment or reduction in rank or termination of your service for cause as provided hereunder. In such event, the salary retained as above during suspension will not be paid to you and the Company reserves the right to adjust the same against any damages or fine recoverable from you in connection with the acts committed by you.

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This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure â" B and I hereby accept and agree to abide by them:

Name in Full:

Signature:

Address:

Phone:

E-mail ID:

Date:

Place:

Note: This document gives indicative details of all plans. Their implementation is governed by policies of Zensar and applicable legal agencies and may change from time to time without prior notice. Latest Details and specifics of each plan are available with the Human Resources Function.

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**Annexure â€” C**

At the time of joining, you are requested to bring the following documents in Original, along with a copy of each

1. Proof of Age either copy of passport or school leaving certificate
2. Last Qualification Certificate
3. Mark sheet of last qualification
4. Last salary slip
5. Two passport size color photographs
6. Copy of Pan Card
7. Copy of Passport (if available)
8. Bank Account Number and details

You must provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN number

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof in support of the above, the company reserves the right to terminate the employment at any time during your service

Please submit all the certificates supporting your educational qualifications along with mark sheets in original for verification only.

Private & Confidential

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Fwd: List of Selected Candidates - 25th March_Invertis and ITS Campus

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Mar 25, 2022 at 4:33 PM

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

From: **Sounak Chatterjee** <sounak@mapmyindia.com>

Date: Fri, Mar 25, 2022 at 4:29 PM

Subject: List of Selected Candidates - 25th March_Invertis and ITS Campus

To: Shalini Khatri <shalini.khatri@its.edu.in>

Cc: Soumya Darbari <soumya@mapmyindia.com>

Hi Shalini,

Please find below the list of selected candidates:

S.No	Name	Campus	Interview Date	Status
1	Ahad Akhtar	ITS	25th March, 2022	Selected
2	Nitish Kumar Singh	ITS	25th March, 2022	Selected
3	Yash Singh	Invertis	25th March, 2022	Selected
4	Pulkit Anand	Invertis	25th March, 2022	Selected

Request you to share the Aadhaar and Pan cards of the selected candidates.

Regards,

Sounak

Leading organisations trust MapmyIndia maps, location and IoT technologies. To learn why, visit [mapmyindia.com](https://www.mapmyindia.com).

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

Connect with us:-



"Please consider the environment before printing your emails"

The information transmitted in electronic mail messages sent from the www.its.edu.in domain, or referencing this disclaimer, and any documents attached, is intended only for the person, persons, entity, or entities to which it is addressed. It does not necessarily represent the views of ITS – The Education Group or different institutions under the ITS group and may contain confidential and/or privileged materials. In the case of confidential and/or privileged materials, any review, retransmission, dissemination or other use of or taking of any action in reliance upon these materials, by persons or entities other than the intended recipient may be the subject of legal action.

Fwd: Wipro Phase 2 result_ ITS Engineering College, Gr. Noida

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Fri, Apr 8, 2022 at 11:01 AM

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

From: **Samantha Braganza (Human Resources)** <samantha.braganza@wipro.com>
Date: Wed, Apr 6, 2022 at 2:17 PM
Subject: RE: Wipro Phase 2 result_ ITS Engineering College, Gr. Noida
To: Shalini Khatri <shalini.khatri@its.edu.in>
Cc: Najeeb Khan (Human Resources) <najeeb.khan3@wipro.com>

Dear Ms Shalini,

Please find attached the status of the Elite NTH 2.0 hiring process.

Regards,

Samantha Braganza



Campus Recruiter – Human Resources

Wipro Limited

Internal to Wipro

From: Shalini Khatri <shalini.khatri@its.edu.in>
Sent: 06 April 2022 10:06
To: Samantha Braganza (Human Resources) <samantha.braganza@wipro.com>
Subject: Wipro Phase 2 result_ ITS Engineering College, Gr. Noida

CAUTION: This email is received from an external domain. Open the hyperlink(s) & attachment(s) with caution.

Dear Samantha

Please share the update of Phase 2 hiring and the status of students from ITS Engineering College, Gr. Noida

Regards

Shalini Khatri

Head Corporate Resource Center (CRC)

Mobile No: 9582428428

ITS Engineering College & Dental College



ITS Engineering College

46, Knowledge park-III, Greater Noida- 201310

Ph: 0120- 2331000, 2331001

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Wipro Elite NTH 2.0 - ITS Engineering College, Greater Noida.xlsx

13K

Superset ID	College Name	Name	Email Id	Status
1743354	ITS Engineering College, Greater Noida	CHETNA PAL	chetnapalrk_cse18@its.edu.in	SHORTLISTED
1686530	ITS Engineering College, Greater Noida	Vaibhav Tyagi	vaibhavtyagijt_cse18@its.edu.in	Interview Pending
1676049	ITS Engineering College, Greater Noida	GAURAV YADAV	gauravyadavsk_cse18@its.edu.in	SHORTLISTED
1642025	ITS Engineering College, Greater Noida	Ritesh Sharma	riteshsharmaps_me18@its.edu.in	Interview Pending
1409661	ITS Engineering College, Greater Noida	Rohit	rohitd_me18@its.edu.in	SHORTLISTED
1609478	ITS Engineering College, Greater Noida	Shiva Ashish	sshivaashish@gmail.com	SHORTLISTED
1618515	ITS Engineering College, Greater Noida	Yashvant Yadav	yashvantadavhny_me18@its.edu.in	Interview Pending
1409730	ITS Engineering College, Greater Noida	chandan pandey	chandanpandeyrcp_cse18@its.edu.in	Interview Pending
2205741	ITS Engineering College, Greater Noida	Vishal Kumar Tiwari	vishalkumartiwariid_cse18@its.edu.in	Interview Pending
2207022	ITS Engineering College, Greater Noida	Md Danish Iqbal	mddanishiqbalmnk_cse18@its.edu.in	Interview Pending
2210991	ITS Engineering College, Greater Noida	Shivam Singh	shivamsinghps_eee18@its.edu.in	Interview Pending
1624699	ITS Engineering College, Greater Noida	Ravi Kumar	ravikumarsk_cse18@its.edu.in	Interview Pending
1608100	ITS Engineering College, Greater Noida	Sudhakar Chauhan Chauhan	sudhakarchauhanjc_cse18@its.edu.in	Interview Pending
1586108	ITS Engineering College, Greater Noida	sujeet kumar	sujeetkumarbk_cse18@its.edu.in	Interview Pending
1751674	ITS Engineering College, Greater Noida	Prateek Singh	prateeksinghls_me18@its.edu.in	Interview Pending
1610169	ITS Engineering College, Greater Noida	Sapna Kumari	sapnakumarimj_cse18@its.edu.in	Interview Pending
1754727	ITS Engineering College, Greater Noida	Nitendra Kumar	nitendrakumarms_eee18@its.edu.in	Interview Pending
1750202	ITS Engineering College, Greater Noida	Rishabh Sharma	rishhsharma600@gmail.com	Interview Pending
1688886	ITS Engineering College, Greater Noida	ABHISHEK KUMAR	abhishekkumarsk_cse18@its.edu.in	Interview Pending
2593982	ITS Engineering College, Greater Noida	Akhilesh Verma	akhileshece0220@gmail.com	Interview Pending
2623018	ITS Engineering College, Greater Noida	Aman Raj	amanraj78623@gmail.com	Interview Pending
806571	ITS Engineering College, Greater Noida	Sonam Bharti	sonambhartiak_eee17@its.edu.in	Interview Pending
1651353	ITS Engineering College, Greater Noida	Nishant Kumar	nishantkumarbp_cse18@its.edu.in	Interview Pending
2211872	ITS Engineering College, Greater Noida	Satrajeet Neogi	satrajeetneogimkn_eee18@its.edu.in	Interview Pending
1417242	ITS Engineering College, Greater Noida	Utkarsh Gangwar	utkarshgangwarnkg_cse18@its.edu.in	Interview Pending
1751369	ITS Engineering College, Greater Noida	Gaurav kumar	gauravkumarak_me18@its.edu.in	Interview Pending

Fwd: Regd : Zensar Test selected candidates list

1 message

Somesh Nath <crc1.engg@its.edu.in>
 To: ITS Placement <crc_itsecgn@its.edu.in>

Tue, Apr 12, 2022 at 9:52 AM

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

From: **Anjum Khan (HirePro)** <anjum.khan@hirepro.in>

Date: Tue, Apr 12, 2022 at 9:46 AM

Subject: Re: Regd : Zensar Test selected candidates list

To: Shalini Khatri <shalini.khatri@its.edu.in>

Cc: Ramchandra Dhawan (HirePro) <ramchandra.dhawan@hirepro.in>, Madhukara Vasu poojary (HirePro) <madhukara.poojary@hirepro.in>

Dear Madam,

Please find below the test selected candidate.

Note : Interview date and timings we will get back to you shortly

Candidate Id	Candidate Name	Primary Email	Mobile	USN	Final College
6287911	Nishant Kumar	nishantkumarbp_cse18@its.edu.in	7033378133	1822210095	IEC Noida - Its Engineering College - Noida

On Mon, Apr 4, 2022 at 11:34 AM Shalini Khatri <shalini.khatri@its.edu.in> wrote:

Hi Anjum,

Please share the names of the final selected candidates.

Regards

Shalini Khatri
 Head Corporate Resource Center (CRC)
 Mobile No: 9582428428
 ITS Engineering College & ITS Dental College



On Fri, Mar 25, 2022 at 5:13 PM Anjum Khan (HirePro) <anjum.khan@hirepro.in> wrote:

Dear Sir,

Please find below the test selected candidates.

Note : Interview date and timings we will get back to you shortly

Candidate Id	Candidate Name	Primary Email	Mobile	USN	Final College
6281549	Shadab Ahmad Khan	shadabahmadkhan4@gmail.com	8529916472	1822210142	IEC Noida - Its Engineering College - Noida
6284671	Avinash Singh	avinashsinghrs_cse18@its.edu.in	7258886798	1822210036	IEC Noida - Its Engineering College - Noida

Thanks & Regards,
Anjum Khan

Associate Consultant
Mobile: 9920694066



HirePro
IndiQube, The Leela Business Park,
4th Floor Bori Colony, Vijay Nagar
Colony West, Marol, Andheri East,
Mumbai, Maharashtra - 400049

[A case study on HirePro by AWS: Read here](#)

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Thanks & Regards,

Anjum Khan
Associate Consultant
Mobile: 9920694066



HirePro
IndiQube, The Leela Business Park,
4th Floor Bori Colony, Vijay Nagar
Colony West, Marol, Andheri East,
Mumbai, Maharashtra - 400049

[A case study on HirePro by AWS: Read here](#)

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Thanks & Regards,

Somesh Nath

Manager - (T & P)

Corporate Resource Center

+91 8756099901

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HR/22-23/30483

18th July 2022

Dear Mr. Aman Kumar,
Greater Noida, Uttar Pradesh

With reference to the campus recruitment drive we are pleased to make a career offer to you for the position of **Graduate Engineer Trainee – Mechanical Engineering**. Your training period will be for one year, after successful completion of your training period you will be designated as **Engineer - Mechanical Engineering (E3)** in location **Delhi** and will be on probation for the next six months.

You will be required to join on **01st August 2022**.

The break-up of your proposed compensation is as under: -

<u>Emoluments</u>	<u>Amount (INR.)</u>
Basic Pay (p.m.)	15,000.00
Allowances (p.m.)	10,000.00
Gross Salary (p.m.)	25,000.00
Gross Salary (p.a.)	3,00,000.00

Retiral & Annual Benefits (p.a.)

PF @ 12% (Employer Contribution)	21,600.00
Gratuity	8,654.00
Annual Bonus	14,994.00
Conveyance Reimbursement (p.a.)	18,000.00
TOTAL CTC	3,63,248.00

Other Benefits

Mobile Expenses Reimbursement (p.a.)	6,000.00	
Medi-Claim (Self, Spouse 2 Children)	3 Lakh	(Family Floater)
Group Personal Accident Policy	40 Lakhs	
Group Term Life Policy	25 Lakhs	

Sterling and Wilson Renewable Energy Limited

(Formerly known as Sterling and Wilson Solar Limited)

Regd. Office: Universal Majestic, 9th Floor, P. L. Lokhande Marg, Chembur (W), Mumbai - 400043

Phone: (91-22) 25485300 | Fax: (91-22) 25485331 | CIN: L74999MH2017PLC292281

Email: info@sterlingwilson.com | Website: www.sterlingandwilsonre.com

After successful completion of your training period, you will be paid one time loyalty bonus of INR 60,000/- (Sixty Thousand Rupees Only)

You are advised to acknowledge and accept the terms and conditions of your employment, by signing the copy of this Offer Letter.

Please note that this offer letter is valid subject to your successful completion of your graduation degree, and you being medically fit for employment.

We welcome you to Sterling and Wilson Group.

Yours sincerely

For Sterling and Wilson Renewable Energy Limited



Mohan Singh
Group Head – Human Resources

Acceptance of Offer

If after signing and returning this Offer Letter, you decide not to join us, an amount equivalent to one month of your Offered Gross Salary shall be payable by you to Sterling and Wilson Renewable Energy Limited Ltd. to defray the recruitment time and related costs incurred.

Signature _____

Date _____

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Email: info@sterlingwilson.com | Website: www.sterlingandwilsonre.com

Fwd: Selection of Students

1 message

Somesh Nath <crc1.engg@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Thu, Apr 14, 2022 at 3:48 PM

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

From: **Aseem Kumar** <aseemkumar@polyplasticsindia.com>
Date: Thu, Apr 14, 2022 at 11:56 AM
Subject: Selection of Students
To: Shalini Khatri <shalini.khatri@its.edu.in>
Cc: Mr. Somesh Nath <crc1.engg@its.edu.in>

Dear Shalini

Thank you for courtesy extended. As conveyed after interactions we confirm selection of following students per prevalent norms

- 1) Mr. Aman Kumar
- 2) Mr. Abhay Kumar Tripathi
- 3) Mr. Yash Kumar

Above students may join our facilities on or before 1st July2022. In case they want to see our facilities before joining they may do so during coming week to make their mind. Formal letter will be issued by our HRM after confirmation from your side

Best Regards

Best Regards

Aseem Kumar(Business Head)

UNITED PRECISION ENGINEERING COMPANY

An Affiliate of Polyplastics (India)

O15 & E13,Industrial Area,Yamunanagar 135001 (India) |www.polyplasticsindia.com

Mobile No.:+919971697292

--

Thanks & Regards,

Somesh Nath

Manager - (T & P)

Corporate Resource Center

+91 8756099901

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Makarand Shreelochan

Email id: makarandshreelochanss_cse18@its.edu.in

Dear Makarand,

We are happy to offer you to join as a **“Retainer”** in **“Client Services Team”** at **E2E Research** and be a part of our esteemed family with effect from **15th June’22**. Kindly bring the below documents as per our company policy-

E2E Photocopy of educational certificates

E2E Copy of Pan Card

E2E 2 latest passport size photographs

E2E Copy of Aadhaar Card

E2E 1st two pages of your bank passbook showing your name, account number, bank name,

bank branch and IFSC code **OR** share front page of your cheque leaflet displaying your name,

account number, bank name, bank branch and IFSC code.

This offer will constitute an agreement between company and the Retainer for the period of 2.5 months or may be extended by the company (Depending upon individual’s performance). During this period, individual agrees to devote up to 8 hours per day on assignments to be determined by the company. Work normally be performed at the office of company. Work priority and scheduling will be at the discretion of the company.

Payment for these services will be paid to retainer at the amount of Rs. 12500/- per month and will be made for the following month no later than the 1st week of each month. Post training, if confirmed as a permanent employee, your CTC will vary between 3-3.5 lac per annum (Depending upon performance)

We look forward to you joining our team and hope that you will take all the opportunities to the level of success.

****This is a computer-generated document and does not require signature****

Corporate Address

409, D 21, Corporate Park,
Sector-21, Dwarka New Delhi-110077

Registered Address

A 303 Ground floor, Chandralok apartment,
Sector-19B, Dwarka, New Delhi-110075

02 July 2022

Mr. Rajinder Singh,
ITS College,
Email - rajindersingh04591@gmail.com,
Mobile - 9596935712

Subject: Offer Letter

Dear Rajinder,

Greetings,

Congratulation and welcome to the **UNO MINDA GROUP.**

With reference to the interview you had with us, we are pleased to offer you position as **"Graduate Engineer Trainee"**, as per the terms and condictions mutually agreed at the time of interview.

You will abide by all rules and regulations of the Company, which are in the operations from time to time.

You will be issued a detailed Appointment Letter at the time of joining the duty. You can join the duty on **04 July 2022.**

Kindly bring your original testimonials and photocopy of each, along with four colored passport size photographs at the time of joining.

Please sign the duplicate copy of this letter as token of your acceptance to this offer.

Yours faithfully,

For MINDA INDUSTRIES LIMITED



Annu Sethi

Head Talent Management and C&B- Group

Rajinder Singh



Name : Rajinder Singh

Designation : Graduate Engineer Trainee

PARTICULAR	AMOUNT (Rs. PM)	AMOUNT (Rs. PA)
BASIC	18758	225090
H.R.A. (50% of Basic)	9379	112545
Bonus / Ex-Gratia (15% of Basic)	2814	33764
CO. P.F.(12% of Basic)	2251	27011
CHILDREN EDUCATION ALLW.	400	4800
UNIFORM MAINTENANCE ALLOWANCE	800	9600
TRANSPORT ALLOWANCE	1600	19200
PROFESSIONAL PURSUIT ALLOWANCE	1500	18000
GROSS SALARY	37501	450009

****All GET would be eligible for one time Loyalty Bonus of 2.25 Lacs on completing 3 years with the company.**

Mediclaime Insurance for Self, Spouse & Children.

Accidental Insurance for Self.

Gratuity as per Act.



Annu Sethi

Head Talent Management and C&B Group

Rajinder Singh

HR/22-23/30465

18th July 2022

Dear Mr. Mohammad Shadab

With reference to the campus recruitment drive we are pleased to make a career offer to you for the position of **Graduate Engineer Trainee – Electrical Engineering**. Your training period will be for one year, after successful completion of your training period you will be designated as **Engineer - Electrical Engineering (E3)** in location **Delhi** and will be on probation for the next six months.

You will be required to join on **01st August 2022**.

The break-up of your proposed compensation is as under: -

<u>Emoluments</u>	<u>Amount (INR.)</u>
Basic Pay (p.m.)	15,000.00
Allowances (p.m.)	10,000.00
Gross Salary (p.m.)	25,000.00
Gross Salary (p.a.)	3,00,000.00

Retiral & Annual Benefits (p.a.)

PF @ 12% (Employer Contribution)	21,600.00
Gratuity	8,654.00
Annual Bonus	14,994.00
Conveyance Reimbursement (p.a.)	18,000.00
TOTAL CTC	3,63,248.00

Other Benefits

Mobile Expenses Reimbursement (p.a.)	6,000.00	
Medi-Claim (Self, Spouse 2 Children)	3 Lakh	(Family Floater)
Group Personal Accident Policy	40 Lakhs	
Group Term Life Policy	25 Lakhs	

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Phone: (91-22) 25485300 | Fax: (91-22) 25485331 | CIN: L74999MH2017PLC292281

Email: info@sterlingwilson.com | Website: www.sterlingandwilsonre.com

After successful completion of your training period, you will be paid one time loyalty bonus of INR 60,000/- (Sixty Thousand Rupees Only)

You are advised to acknowledge and accept the terms and conditions of your employment, by signing the copy of this Offer Letter.

Please note that this offer letter is valid subject to your successful completion of your graduation degree, and you being medically fit for employment.

We welcome you to Sterling and Wilson Group.

Yours sincerely

For Sterling and Wilson Renewable Energy Limited



Mohan Singh
Group Head – Human Resources

Acceptance of Offer

If after signing and returning this Offer Letter, you decide not to join us, an amount equivalent to one month of your Offered Gross Salary shall be payable by you to Sterling and Wilson Renewable Energy Limited Ltd. to defray the recruitment time and related costs incurred.

Signature _____

Date _____

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Phone: (91-22) 25485300 | Fax: (91-22) 25485331 | CIN: L74999MH2017PLC292281

Email: info@sterlingwilson.com | Website: www.sterlingandwilsonre.com

HR/22-23/30482

18th July 2022

Dear Mr. Naved Ahsan,
Jamia Nagar, New Delhi

With reference to the campus recruitment drive we are pleased to make a career offer to you for the position of **Graduate Engineer Trainee – Mechanical Engineering**. Your training period will be for one year, after successful completion of your training period you will be designated as **Engineer - Mechanical Engineering (E3)** in location **Delhi** and will be on probation for the next six months.

You will be required to join on **01st August 2022**.

The break-up of your proposed compensation is as under: -

<u>Emoluments</u>	<u>Amount (INR.)</u>
Basic Pay (p.m.)	15,000.00
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Yours sincerely

For Sterling and Wilson Renewable Energy Limited



Mohan Singh
Group Head – Human Resources

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Email: info@sterlingwilson.com | Website: www.sterlingandwilsonre.com

HR/22-23/30485

18th July 2022

Dear Mr. MD Sheraz Tanweer,
Greater Noda, Uttar Pradesh

With reference to the campus recruitment drive we are pleased to make a career offer to you for the position of **Graduate Engineer Trainee – Mechanical Engineering**. Your training period will be for one year, after successful completion of your training period you will be designated as **Engineer - Mechanical Engineering (E3)** in location **Delhi** and will be on probation for the next six months.

You will be required to join on **01st August 2022**.

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Mohan Singh
Group Head – Human Resources

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Signature_____

Date_____

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Email: info@sterlingwilson.com | Website: www.sterlingandwilsonre.com



ITS Placement <crc_itsecgn@its.edu.in>

Placement Update from GSPANN Technologies

1 message

Somesh Nath <crc1.engg@its.edu.in>

Fri, Jul 29, 2022 at 4:45 PM

To: ITS Placement <crc_itsecgn@its.edu.in>, HOD Engg GN <hod_engg_gn@its.edu.in>, Parveen Bhola <praveen.eee@its.edu.in>, Shaily Rai <shaily.raai@its.edu.in>

Cc: asif reja <asifrejasma_eee18@its.edu.in>, Director Engg <dir.engg@its.edu.in>

Congratulations!

Asif Reja (EEE 2022) placed in GSPANN Technologies.
Will get an offer letter on 1st August 2022 as confirmed by HR.

Regards
Somesh Nath
Manager - (T & P)

Corporate Resource Center

+91 8756099901

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

From: **Asif Reja** <asifreja461@gmail.com>

Date: Wed, Jul 27, 2022 at 3:06 PM

Subject: Fwd: Details required from GSPANN Technologies

To: <crc1.engg@its.edu.in>

I have also sent this detail, as they asked me to send them

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

From: **Tulasi Gangiseti** <tulasi.gangiseti@gspann.com>

Date: Fri, 1 Jul 2022 at 12:24

Subject: Details required from GSPANN Technologies

To: Tulasi Gangiseti <tulasi.gangiseti@gspann.com>

Dear Aspirant

Greetings for the day!

Thanks for showing your interest with GSPANN Technologies!!!

We are happy to inform you that you have been shortlisted in the Final discussions. Please share the below details and soft copy of your Aadhar card to move further.

Full Name as per Aadhar card	
Education Qualification with pass out year & Month	
College Name	

Current Address (complete details)	
Permanent address (complete details)	
Ready to sign 2 years security bond	
Preferred work Location (Delhi/Gurgaon/Hyderabad)	
Father's Name	
Mothers Name	
Ph. number	
Alternate Ph No (mandatory any family member)	
Email id	
Ready to start Immediately	
Year of Passing B. Tech/other	

Best Regards,

Sai Tulasi

Associate – TA

Mobile: +91-7995788808

Email: tulasi.gangiseti@gspann.com



www.gspann.com



ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310
Ph: 0120- 2331000, 2331001

Connect with us:-



"Please consider the environment before printing your emails"

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DPG KAISER APPLIANCES PRIVATE LIMITED

GSTIN - 06AAHCD4944Q1Z2

Floor - 1, Sco-96, Sector - 16, Faridabad, Haryana - 121002

0129 - 4073096 | info@dpgkaiser.com | www.dpgkaiser.com



Mr. - Arun Kumar
Address. - Delta1, Block-A-196 Greater Noida U. P
Contact No.-6388374442, Email-id:arunkhu5@gmail.com

Date: 24/08/2022

Subject: Offer of Employment

Dear sir,

We are pleased to offer you a position in our organisation on the following terms and conditions

- Location-DPG Kaiser Appliances PVT LTD
- Designation: Graduate Engineer Trainee
- Salary:17724 CTC
- Date of joining: 01/09/2022
- Timing-As per Factory Timing.
- Probation Period: Six months' probation period.
- After six months Re-evaluation will be done on performance.

We would appreciate your joining latest by the date given above. It is pertinent to mention here that in case you do not join by the date mentioned above this offer of Employment stands automatically withdrawn.

Please come with the following documents when you report for work on day one.

1. 4 copies of passport size photograph (self).
2. Photostat 2 copies of the following and original (for verification)
 - Certificate for proof of DOB.
 - Educational / Qualification certificates.
 - Experience certificates for the previous employments (if applicable).
 - Relieving letter / resignation acceptance letter.
 - Proof of last salary drawn.
 - Permanent Account Number (PAN)
 - Bank Account No.
 - Aadhar card
 - Passport no. and validity (if applicable)
 - Driving license details valid up to (if applicable)
 - Provident fund & UAN (if applicable)
 - ESIC No. (If applicable)
 - Notice Period is one month for reliving job.

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

Yours faithfully

For DPG Kaiser Appliances PVT LTD


Authorised Signatory

WORKS :

Plot No 23/26, Shed 3, 60ft Road, Sohna Road, Post Pali Nangla Gujran, Faridabad, Haryana - 121004

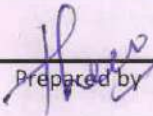
Plot No. 5, Nangla Gujran, Ballabgarh, Faridabad, Haryana - 121004

Plot No. 609-610, Sector 69, IMT Faridabad - 121006

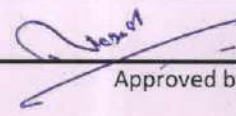
Salary Sheet - Cost To The Company

Name	ARUN KUMAR
Date of birth	15/10/1997
Qualification	B.TECH
Position	Graduate Engineer Trainee
Date of joining	01/09/2022
Location	DPG KAISER APPLIANCES PVT LTD

1 Basic pm (as per rules)	Rs	11000
2 HRA pm (as per rules)	Rs	4000
3 Conveyance Allowance (as per rule)	Rs	
4 Personal Pay pm (as per rules)	Rs	
5 Allowance 1 (as per rules)	Rs	0
6 Allowance2 (as per rules)	Rs	0
7 GROSS SALARY	Rs	15000
8 PF (Employee's Contribution)	Rs	1320
9 ESI(Employee's Contribution)	Rs	113
10 Welfare Fund (employee's cont.)	Rs	
11 DEDUCTIONS	Rs	1433
12 IN HAND SALARY	Rs.	13568
13 PF (Employer's Contribution)	Rs	1320
14 ESI (Employers'Contribution)	Rs	488
15 Welfare Fund (Employer's Cont)	Rs	
16 Bonus / exgratia pm (as per rules)	Rs	916
17 Gratuity pm (as per rules)	Rs	
18 EMPLOYER CONTRIBUTION	Rs	2724
19 TOTAL CTC	Rs	17724

Prepared by 

Signature of the Employee

Approved by  - 25/9/22

Date

DPG KAISER APPLIANCES PRIVATE LIMITED

GSTIN - 06AAHCD4944Q1Z2

Floor - 1, Sco-96, Sector - 16, Faridabad, Haryana - 121002

0129 - 4073096 | info@dpgkaiser.com | www.dpgkaiser.com



Mr. - Vijay
Address. - Heera Colony Surajpur, Greater Noida
Contact No.-9650374098, Email-id-vkgupta04052001@gmail.com

Date: 24/08/2022

Subject: Offer of Employment

Dear sir,

We are pleased to offer you a position in our organisation on the following terms and conditions

- Location- DPG Kaiser Appliances PVT LTD
- Designation: Graduate Engineer Trainee
- Salary:17724 CTC
- Date of joining: 01/09/2022
- Timing-As per Factory Timing.
- Probation Period: Six months' probation period.
- After six months Re-evaluation will be done on performance.

We would appreciate your joining latest by the date given above. It is pertinent to mention here that in case you do not join by the date mentioned above this offer of Employment stands automatically withdrawn.

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 - Relieving letter / resignation acceptance letter.
 - Proof of last salary drawn.
 - Permanent Account Number (PAN)
 - Bank Account No.
 - Aadhar card
 - Passport no. and validity (if applicable)
 - Driving license details valid up to (if applicable)
 - Provident fund & UAN (if applicable)
 - ESIC No. (If applicable)
 - Notice Period is one month for reliving.job.

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

Yours faithfully

For DPG Kaiser Appliances PVT LTD

Authorised Signatory

25/8/22

WORKS :

Plot No 23/26, Shed 3, 60ft Road, Sohna Road, Post Pali Nangla Gujran, Faridabad, Haryana - 121004

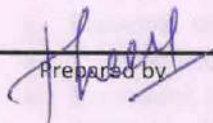
Plot No. 5, Nangla Gujran, Ballabgarh, Faridabad, Haryana - 121004

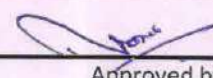
Plot No. 609-610, Sector 69, IMT Faridabad - 121006

Salary Sheet - Cost To The Company

Name	VIJAY
Date of birth	04/05/2001
Qualification	B.TECH
Position	Graduate Engineer Trainee
Date of joining	01/09/2022
Location	DPG KAISER APPLIANCES PVT LTD

1 Basic pm (as per rules)	Rs	11000
2 HRA pm (as per rules)	Rs	4000
3 Conveyance Allowance (as per rule)	Rs	
4 Personal Pay pm (as per rules)	Rs	
5 Allowance 1 (as per rules)	Rs	0
6 Allowance2 (as per rules)	Rs	0
7 GROSS SALARY	Rs	15000
8 PF (Employee's Contribution)	Rs	1320
9 ESI(Employee's Contribution)	Rs	113
10 Welfare Fund (employee's cont.)	Rs	
11 DEDUCTIONS	Rs	1433
12 IN HAND SALARY	Rs.	13568
13 PF (Employer's Contribution)	Rs	1320
14 ESI (Employers'Contribution)	Rs	488
15 Welfare Fund (Employer's Cont)	Rs	
16 Bonus / exgratia pm (as per rules)	Rs	916
17 Gratuity pm (as per rules)	Rs	
18 EMPLOYER CONTRIBUTION	Rs	2724
19 TOTAL CTC	Rs	17724

Prepared by 

Approved by  25/8/22

Signature of the Employee

Date

Mr. - Aquib Ahmad
Address. - H.no-121 Mohalla Peer Khan Gulaothi U.P
Contact No.-9720262539, Email-id-aquibahmad9720@gmail.com

Date: 24/08/2022

Subject: Offer of Employment

Dear sir,

We are pleased to offer you a position in our organisation on the following terms and conditions

- Location: Kaiser Appliances Vill. Khokra, P.O Khera Tehsil Nalagarh Himachal Pradesh-174101
- Designation: Graduate Engineer Trainee
- Salary:17724 CTC
- Date of joining: 01/09/2022
- Timing:As per Factory Timing.
- Probation Period: Six months' probation period.
- After six months Re-evaluation will be done on performance.

We would appreciate your joining latest by the date given above. It is pertinent to mention here that in case you do not join by the date mentioned above this offer of Employment stands automatically withdrawn.

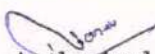
Please come with the following documents when you report for work on day one.

1. 4 copies of passport size photograph (self).
2. Photostat 2 copies of the following and original (for verification)
 - Certificate for proof of DOB.
 - Educational / Qualification certificates.
 - Experience certificates for the previous employments (if applicable).
 - Relieving letter / resignation acceptance letter.
 - Proof of last salary drawn.
 - Permanent Account Number (PAN)
 - Bank Account No.
 - Aadhar card
 - Passport no. and validity (if applicable)
 - Driving license details valid up to (if applicable)
 - Provident fund & UAN (if applicable)
 - ESIC No. (If applicable)
 - Notice Period is one month for reliving job.

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

Yours faithfully

For Kaiser Appliances



Authorised Signatory

Salary Sheet - Cost To The Company

Name	Aquib Ahmad
Date of birth	12/08/1999
Qualification	B.TECH
Position	Graduate Engineer Trainee
Date of joining	01/09/2022
Location	KAISER APPLIANCES (Baddi Nalagarh Himachal Pradesh)

1 Basic pm (as per rules)	Rs	11000
2 HRA pm (as per rules)	Rs	4000
3 Conveyance Allowance (as per rule)	Rs	
4 Personal Pay pm (as per rules)	Rs	
5 Allowance 1 (as per rules)	Rs	0
6 Allowance2 (as per rules)	Rs	0
7 GROSS SALARY	Rs	15000
8 PF (Employee's Contribution)	Rs	1320
9 ESI(Employee's Contribution)	Rs	113
10 Welfare Fund (employee's cont.)	Rs	
11 DEDUCTIONS	Rs	1433
12 IN HAND SALARY	Rs.	13568
13 PF (Employer's Contribution)	Rs	1320
14 ESI (Employers'Contribution)	Rs	488
15 Welfare Fund (Employer's Cont)	Rs	
16 Bonus / exgratia pm (as per rules)	Rs	916
17 Gratuity pm (as per rules)	Rs	
18 EMPLOYER CONTRIBUTION	Rs	2724
19 TOTAL CTC	Rs	17724

Prepared by 

Approved by  25/8/22

Signature of the Employee

Date

Mr. · Mohammad Irfan
Address. – Jamia Nagar, New Delhi 110025
Contact No.-7607859477, Email-id-meemirfanji@gmail.com

Date: 24/08/2022

Subject: Offer of Employment

Dear sir,

We are pleased to offer you a position in our organisation on the following terms and conditions

- Location: Kaiser Appliances Plot no.-609-610 IMT SEC-69 FBD
- Designation: Graduate Engineer Trainee
- Salary: 17724 CTC
- Date of joining: 01/09/2022
- Timing: As per Factory Timing.
- Probation Period: Six months' probation period.
- After six months Re-evaluation will be done on performance.

We would appreciate your joining latest by the date given above. It is pertinent to mention here that in case you do not join by the date mentioned above this offer of Employment stands automatically withdrawn.


Please come with the following documents when you report for work on day one.

1. 4 copies of passport size photograph (self).
2. Photostat 2 copies of the following and original (for verification)
 - Certificate for proof of DOB.
 - Educational / Qualification certificates.
 - Experience certificates for the previous employments (if applicable).
 - Relieving letter / resignation acceptance letter.
 - Proof of last salary drawn.
 - Permanent Account Number (PAN)
 - Bank Account No.
 - Aadhar card
 - Passport no. and validity (if applicable)
 - Driving license details valid up to (if applicable)
 - Provident fund & UAN (if applicable)
 - ESIC No. (If applicable)
 - Notice Period is one month for relieving job.

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

Yours faithfully

For Kaiser Appliances


Authorised Signatory

Salary Sheet - Cost To The Company

Name	Mohammad Irfan Shah
Date of birth	15/11/1998
Qualification	B.TECH
Position	Graduate Engineer Trainee
Date of joining	01/09/2022
Location	KAISER APPLIANCES PLOT NO.609-610 IMT SEC 69

1 Basic pm (as per rules)	Rs	11000
2 HRA pm (as per rules)	Rs	4000
3 Conveyance Allowance (as per rule)	Rs	
4 Personal Pay pm (as per rules)	Rs	
5 Allowance 1 (as per rules)	Rs	0
6 Allowance2 (as per rules)	Rs	0
7 GROSS SALARY	Rs	15000
8 PF (Employee's Contribution)	Rs	1320
9 ESI(Employee's Contribution)	Rs	113
10 Welfare Fund (employee's cont.)	Rs	
11 DEDUCTIONS	Rs	1433
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13 PF (Employer's Contribution)	Rs	1320
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15 Welfare Fund (Employer's Cont)	Rs	
16 Bonus / exgratia pm (as per rules)	Rs	916
17 Gratuity pm (as per rules)	Rs	
18 EMPLOYER CONTRIBUTION	Rs	2724
19 TOTAL CTC	Rs	17724

Prepared by

Approved by

Signature of the Employee

Date

25/8/22



To,
Mohd Ashraf
Contact No. -+91- 9721403673
Email id: - mohd36089@gmail.com

Date: 08-August-2022

Dear **Mohd Ashraf**,

With reference to our discussions held with you, we are pleased to offer you the position of **Associate Software Developer (Trainee)** with effect from **16-August-2022 (Tuesday)** with our organization and your principal place of posting will be at Corporate Office situated in **Noida**.

Initially, you would be on a training period for **180 days**, from your date of joining, during the training period your **Monthly Cost to Company (MCTC)** shall be **11,000/- (Rs. Eleven Thousand Only)**. Your performance shall be reviewed periodically to assess your overall progress, post successful completion of Training, your service shall be Confirmed and your **MCTC** shall be enhanced as per CTC structure of our company.

Your fixed **Monthly Cost to Company (MCTC)** of **Rs. 11,000/- (Rs. Eleven Thousand Only)** shall be **effective** from your **Date of Joining** and pro-rated for any partial periods based on the actual number of days in the applicable employment period.

You are requested to report on the mentioned date i.e. on **16-August-2022 (Tuesday)** *at **09:30 AM*** at our Corporate Office, whose address is as follows,

TrioTree Technologies Pvt. Ltd.
H-86, Ground & First Floor
Sector-63, Noida-201301

To complete the joining formalities on the joining date itself, kindly bring following documents* as per indicated instructions,

1. The original (if applicable) and 1 copy of this letter duly signed and dated by you
2. 5 self-photographs (passport sized, color photos **mandatorily with White Background**)
3. The originals and 2 sets of photocopies of the following documents:
 - a. PAN Card/Aadhar Card
 - b. All educational degree, certificates and mark sheets. Photocopies should include both front and back sides of certificate.
 - c. Proof of identity: Bring 3 sets of photocopies of any *one* of the following documents: passport, driving license, or credit card with photograph.

Corporate Office: H-86 Ground & First Floor Sector-63, Noida, UP, India.
Email ID: hr.support@triotree.in ; CIN: U72300UP2012PTC050821, GST No.:- 09AAECT2706R1ZT
Tel. No.: 91-120-4165164

TRAINING CUM OFFER LETTER

HR/IND/IL/2021/12/00011
Date: 20-12-2021

Name of the Candidate : Sabarish
Place of Joining : Manesar
Training Start Date : 17-1-2022

Dear Sabarish,

With reference to your interview, you had with us, we are pleased to offer you the position of **Executive (PM)** in **VVDN Technologies Pvt. Ltd (hereinafter referred to as "VVDN" or "Company")** on the following terms and conditions:

1. Upon successful completion of your training and submission of all necessary document pertaining to the Degree / Graduation completion, your services will be confirmed with the Company and your compensation will be Rs. 5,00,000/- Per annum.
2. During Training Period, you are expected to report in office for Six days a week. This is **subject to any change or requirement** that may come into effect in the future. Such changes will supersede all the relevant clauses mentioned in this Trainee/ Offer letter.
3. You will be required to execute Agreements and its Terms and Conditions of Training, and other necessary documents / undertakings as may be required by **VVDN** from time to time.
4. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your training in **VVDN** or its associates, or which you may come to know in the course of your Training, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in VVDN strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise.
5. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your training shall be treated strictly confidential.
6. During your training with **VVDN**, you may be transferred to any of the Offices/ Departments/ Units of **VVDN** or of associate concerns whether existing or to be set up, basis any business requirement, anywhere in India or abroad, on the same terms and conditions, at the sole discretion of the management.
7. **Leave:** As a Trainee, you will be entitled to get one unplanned leave in a month on pro rata basis.
8. During your tenure with **VVDN**, you will be governed by the applicable Rules and regulations of **VVDN** currently in force or as introduced/awarded from time to time.

-
9. During this Training Period, if the performance and conduct of the trainee is not satisfactory, appropriate action will be taken by Company. This may also impact the confirmation of employment.
 10. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your training with **VVDN** will stand terminated/ cancelled with immediate effect.
 11. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than the assigned Training/ knowledge enhancement.
 12. Your email acceptance of this letter is expected within 3 days from the date of releasing the Training cum offer letter. This letter shall become void after completion of 3 days, in-case no acceptance is received.
 13. As per the business requirements to ensure knowledge/ skill enhancement, company can ask for short-term or long-term travel/ deployment to any of the work location in India or abroad.
 14. The Training/ relieving documents will be given for such trainee/employee who will not be able to continue with VVDN, upon clearance of all the dues from all the respective departments.
 15. As per the employment status, either party can terminate this association by intimating in advance, subject to the clearance as per the Clause no 16 and 17.
 16. As per the employment status, in case, a trainee/employee doesn't want to continue with the training/employment and wants to leave during the training/employment period or after completion of training or wants to leave the job or absconds (in case, any of the above mentioned event happens before or after the confirmation of employment, irrespective of duration of training/employment) or performs below the expected standards, due to which the confirmation of the services doesn't happen, trainee/employee is liable to pay the expenses incurred towards the knowledge enhancements as recovery, the sum of Rs. 3,00,000/- towards training cost, irrespective of the training duration. Such knowledge enhancements can be done via any mode of engagement (including but not limited to) like in person training, web-based training, mentoring based learnings, virtual connect, Tool training, certifications, and any other way which ensures the skill enhancement.
 17. In addition to clause 16, the trainee is required to sign a service agreement, which will be applied implicitly and will have additional obligations, if the trainee/ employee wants to proceed with separation.

Please Sign the duplicate copy of this letter and return the same as token of your acceptance [Acceptance is through email or signatures] of the terms and conditions detailed in the letter.

On the day of your joining, **please bring original and photocopies** of the following for verification:

- **Pan Card**
- **Aadhar Card**
- **2 Color photographs, passport size**
- **10th Certificate**
- **12th Certificate**
- **All semester mark-sheets & Degree certificate**
- **NOC Letter from college for Training**
- **Passport** (Passport is mandatory at the time of joining. In case you do not possess a valid passport, we want you to apply for it in advance and submit the copy of application to HR department within one month of your joining)

Disclaimer: The personal information and documents, voluntarily shared by you with the HR/ representatives of VVDN, will be kept confidential and intended solely for the applicable verification and internal purpose(s). It will not be shared with any third party, unless required by the company policy and applicable law.

Wishing you a rewarding career with **VVDN** and welcoming you to our Pursuit of Excellence.

Yours sincerely,

For VVDN Technologies Pvt. Ltd.



Authorized Signatory

Acknowledgement

I have read all the clauses mentioned above and hereby declare and accept your training cum offer letter.

Name and Signature

Date: _____

PINEYARDS SOLUTIONS PRIVATE LIMITED

REG.OFFICE: E4 MITRADWEEP APARTMENTS, 38 I P EXTENSION, PATPARGANJ, DELHI 110092

CIN: U80100DL2015PTC287170 | M: 7838115789 | E: support@admitkard.com | W: admitkard.com

Internship Offer Letter

05 Mar 2022

Mr./Ms. Mohini Pal

NOIDA

Dear Mohini Pal

Welcome to AdmitKard! Based on the information furnished by you, coupled with the discussion we had, we are pleased to offer you the job, you had applied for, as **Sales Intern**, on the terms and conditions, mentioned herein below. We expect you to be an ambassador of the values that AdmitKard stands for and contribute to its growth, with high standards of integrity.

Please take note of the fact that your appointment will be provisional for the initial period of six (6) months. Moreover, on the basis of having undergone the probation period, you will not claim any lien or right over the job rather, the same can be terminated, without assigning any reason, if your performance is found to be unsatisfactory and not, as per the accepted norms and practices and if you are found to be indulging in activities which compromise the image, reputation and interest of the Company.

However, on successful completion of your probation, your appointment will be confirmed and you will be absorbed in the Company as its permanent employee and will be governed by the terms and conditions, agreed upon. It is hereby clarified that the Company will be at liberty to carry out a due diligence, with regard to the documents, submitted by you and in respect of your qualification and if the same is found to be at variance with the records, made available by you, your services will be terminated forthwith.

You are requested to submit self-attested copies of the following documents:

- NOC from College (if studying in the college)/Graduation Certificates
- 1 Passport sized color photograph
- Bank Details
- Aadhar Card
- PAN Card

1. This appointment is effective from the date of your joining the Organization, that is, from 07 Mar 2022 subject to your acceptance of the terms and conditions, recited herein. You will receive stipend, inclusive of allowances, subject to statutory deductions. The break-up of various components of your stipend is enclosed herewith as Annexure-A.
2. Your place of employment will be normally and generally at the office of the Company at **NOIDA** and typical Office hours would be from 10:00 hrs to 19:00 hrs Monday to Saturday.
3. Your nature of job will be commensurate with your qualification, designation and experience which will be discharged by you with utmost sincerity, dedication and involvement, keeping in mind the goal set out by the Company. Moreover, while discharging your functional responsibility, you will adhere to the work ethos, to the extent of maintaining and creating congenial work atmosphere and will not indulge in act of indiscipline

or insubordination. Moreover, during the tenure of your employment with the Company, you will not seek or solicit employment, either overtly or covertly, with any other Organization nor you will indulge yourself in activities which may and or likely to affect the business interest of the Company, either directly or remotely. Moreover, you will not share or pass on information, confidential in nature, to third party unless the same is necessitated and warranted by commercial consideration of the Company. The instances are illustrative in nature and are not exhaustive. Please take note that if you are found to have violated the conditions, either jointly or severally, your services will be terminated forthwith.

4. You will not undertake any other profession or services in your spare time and your services will be wholly at the disposal of the company you will always protect the interest of the company and you will not leak out any secrets of the company. Although as mutually agreed after discussion, you are free to do your educational activities including seminars, webinars etc. during your holiday from company without impacting any functional aspects or business of company.
5. During the course of your employment, unless specifically directed and or authorized, in writing, you will not held out any assurance or promise or representation on your own to third party so as to make the Company liable for the same. Moreover, on the successful completion of the Project, undertaken in your command and guidance, in respect of third party, you will ensure remittance of entire consideration to the Company, failing which, the Company, may in its discretion, recover the remaining outstanding amount from you or make suitable adjustment from the amount, payable to you.
6. The Company can and will entrust gadgets, and or any other equipment, to you, to facilitate discharge of functional responsibility by you. The same will be in your custody, for and on behalf of the Company and you will have no proprietary right over the same rather, the same will be returned back by you, at the time of your services coming to an end, to the Company, failing which, the Company will have the right to recover the same from you or to make appropriate adjustment from the amount, payable to you, if any. On cessation of employment with the Company, you shall return all documents, books, papers relating to the affairs of the Company, purchased with the Company's money, which may have come to you, and also any property of the Company in your possession.
7. The Company will be undertaking performance appraisal from time to time and will be evaluating your performance and contribution to the Company, based on the job assigned to you or the target, set out for you or any other consideration which may deem relevant and appropriate. Based on the evaluation, the Company will have the sole prerogative to decide upon your promotion and increment in stipend, if any. The decision of the Company will be final and binding.
8. All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilize them for your own use or disclose to other persons during or after your employment. During the course of employment with the Company, you will acquire, gain, generate, gather and develop knowledge of and be given access to business information about products activities, know – how, methods or refinements and business plans and business secrets and other information concerning the products / business of the Company, hereinafter called the "SECRETS". You will be liable for prosecution for damages for divulgence, sharing or parting any of such information during course of employment and on cessation for at least 2 years period.
9. You will be entitled to avail 12 leaves (1 leave /month). It is hereby made clear that in no circumstances, you will abstain yourself from duty without informing/intimating your Reporting Authority and or Director of the Company, in writing. In case you absent yourself without following the due process, such absences will be considered and regarded as an act of insubordination and indiscipline, for which you can be penalized/punished by the Company. However, if such absences extend for more than three (3) days in a row, it will be construed as if you have voluntarily abandoned the job and your services will come to an end immediately and forthwith.
10. You understand and acknowledge that your employment with the Company may be terminated by the Company at any time, with or without Cause. Your services will come to an end either on the termination of your services or on the attainment of 58 years of age. In case of termination, not actuated by material breach

of terms by you, either party is required to give one (1) month Notice period and or stipend in lieu thereof, besides any other entitlements, as are applicable. However, in case the employment comes to an end due to superannuation, you will be entitled for the benefits, both, Statutory and Contractual, if any.

11. The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of noncompliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your stipend or other payments and you shall allow the company to comply with these requirements without objection
12. All disputes arising out of this letter will be subject to the jurisdiction of the New Delhi Court. And that the courts, tribunals and/or authorities at New Delhi only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times.
13. By assigning your signature on the terms and conditions, you have conveyed your unqualified acceptance of the terms which cannot be questioned neither their validity can be challenged before any forum. Moreover, you have accepted the terms on your own volition, unaffected by the elements of coercion or duress.

You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of your employment.

Hope that this will be the beginning of a long and successful career with us.

Yours faithfully,

For Pineyards Solutions Private Limited,



Rachit Agrawal, Director

I have read and understood the above terms and agree that they are reasonable and necessary. I accept the same irrevocably and unconditionally. I agree to update myself about all company policies and related employee guidelines and agree to adhere by them during my employment with the company.

Accepted: _____)



Date:
Place:

Annexure A

Appointment Letter dated 07 Mar 2022 of Mohini Pal

Break-up of Gross Remuneration		
	Remuneration	Rs. (P.M.) (X)
(1)	Basic	15,000
	Total	15,000

- Payment of perquisites, allowances and reimbursements shall be subject to provisions of Income Tax, as applicable.
- The internship is for the duration of 6 months.
- Post completion of your internship period (6 months), you will be **eligible for a PPO (based on your performance)**. The CTC for the same would be upto INR 10 LPA.
- You might also be eligible for other rewards and recognitions, over achievement bonus based on your performance.

For Pineyards Solutions Private Limited

Rachit

Rachit Agrawal, Director

I have read and understood the above terms and agree that they are reasonable and necessary. I accept the same irrevocably and unconditionally. I agree to update myself about all company policies and related employee guidelines and agree to adhere by them during my employment with the company.

Accepted: _____)

Mohini Pal

Date:
Place:

Fwd: ITS Engineering College, Gr. Noida_ Puma (MBA) : Invitation- Campus Placement Batch 2022.

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Wed, Feb 9, 2022 at 11:43 AM

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

From: **Joshi, Vivek** <vivek.joshi@puma.com>
Date: Tue, Feb 8, 2022 at 1:50 PM
Subject: RE: ITS Engineering College, Gr. Noida_ Puma (MBA) : Invitation- Campus Placement Batch 2022.
To: Shalini Khatri <shalini.khatri@its.edu.in>
Cc: Sharma, Sonali <sonali.sharma@puma.com>, Balani, Rahul <rahul.balani@puma.com>

Hi Ma'am,

As per our discussion we have selected 2 students details of which are mentioned below. We will be sharing their offer letters by EOD today.

S.No	Name	Location	Date of Joining
1.	Pankaj Bangotra	Haridwar	20-02-2022
2.	Ritik Chauhan	Meerut	21-02-2022

Best regards,

Vivek Joshi

Associate – P&O (Upper North)

vivek.joshi@puma.com

PUMA Sports India Pvt Ltd.

Level 02, Delta Towers, [Sec 44, Plot 54](#)

122003 Gurgaon

India

FOREVER **FASTER.**  **PUMA.**



[Quoted text hidden]



March 03, 2022

Vikas Narayan,
B1- 506, Ajnara Homes,
Sector 16b, Near Pansheel Greens,
UP: 201306

Letter of Intent

Dear **Vikas,**

With reference to your application and subsequent discussions thereon, we are pleased to inform you that you have been selected for the position of **“Recruitment Practice Lead”**.

- You will be working in a hybrid work environment, where your training and delivery can be through video meetings, client calls, stakeholder meetings in office, interviewing candidates over telephone, in-person and over video conferencing.
- Requisite support and training shall be provided to you to see yourself successful during your association with us.
- You will be paid an annual gross salary of **Rs. 4,50,000/-** per annum which is inclusive of Rs. 50,000/- as annual variable pay.
- In addition to the annual gross salary, we would like to extend you an opportunity to earn a **performance-based incentive of Rs. 2,000/-** on each closure of the job positions of our client. This performance-based incentive is subject to on-time completion (*candidates joining the client as per the agreed date of joining*) of each job position and as per the prescribed timeline given by the client.
- We expect you to join us on or before **March 14, 2022**. There will be no extension of the date of joining and in case you fail to join on this date, the offer will stand cancelled.
- The expiry of the employment period will be subject to non-confirmation during your first one month's probation period. The probation period may be extended or even dispensed earlier and will be purely based on the discretion of the organization without stating any reason.
- Your employment continuity will be subject to your performance which will be reviewed by the client and the organization periodically. The organization has the right to withdraw your services by giving you a one-month's written notice.
- You must be mindful towards the nature of the business that we operate in, namely, Recruitment Process Outsourcing business, you will be given projects / assignments to recruit technical and non-technical professionals based on the requirements shared by our client from time-to-time.
- The nature of the projects / assignments is time-bound; thus, it is expected that you will perform as per the timelines prescribed by the client and help them to close all the job positions without any delay in the service delivery.
- This job requires your presence at the client's work location, thus, there will be no work from home option available during your association with us.
- The working hours will be from 09:30 am till 06:30 pm IST from Monday to Friday. You will always keep yourself available on all Saturdays, should the work demand.
- The organization is mandated to extend paid holidays as per the applicable state employment rules and regulations.
- There is a strict policy of leave without pay in case you fail to plan your unexpected leaves and inform it to your reporting manager well in advance.
- The organization will exercise its discretion to change your work location based on the visibility of the ongoing recruitment projects with its clientele and any such changes that will arise will be informed to you in advance.
- The company follows a Bring Your Own Device policy, however, on witnessing your longevity in the role, we will provide you with a company laptop, as we progress.

Mavin RPO Solutions Pvt. Ltd.

Pearl Square, Office No. 107, Satav Nagar, Handewadi Road, Hadapsar, Pune – 411028

T +91-20-79621025

E info@mavinrpo.com

W www.mavinrpo.com



- You will not give anyone, by word of mouth or otherwise, any particulars or details of our organization and its clientele, technical know-how or of administrative and /or organizational matters, whether of confidential or secret nature that may become known to you for being associated with our company as an intern.
- Notwithstanding any of the clauses of this letter of intent, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
- **You are required to submit the following documents for your onboarding through an email:**
 1. Scanned copy or PDF copy of your Academic Credentials or Any other certificates of technical trainings undertaken.
 2. College ID card copy, Recent Passport size photo, Aadhar Card copy, Pan Card copy and Cancelled cheque or bank passbook for payroll processing.
 3. Updated Resume.

Your reporting address for your onboarding will be:

Rapipay Fintech Private Limited A-8, 8th Floor, Q-Tower, Sec 68, Noida Uttar Pradesh, 201309

We once again congratulate you and hope that your association with the company will be successful and enriching.

For,
Mavin RPO Solutions Pvt. Ltd.

Mahesh Iyer
Director & Co-Founder

If you accept the above terms & conditions, you are required mail us your token of your acceptance by 5th of March 2022 at 12:00 pm IST.

I, **Vikas Narayan**, hereby agree to the general terms and conditions of this Letter of Intent and shall, at all times respect to the transaction contemplated herewith.

Acceptance Signature: _____

Name: _____

Date: _____

*This is a computer-generated correspondence and does not require company seal**

Mavin RPO Solutions Pvt. Ltd.

Pearl Square, Office No. 107, Satav Nagar, Handewadi Road, Hadapsar, Pune – 411028

T +91-20-79621025

E info@mavinrpo.com

W www.mavinrpo.com



Polestar Solutions & Services India Pvt. Ltd.

Logix Infotech Park, 3rd Floor
D-5, Sector - 59, Noida - 201301, Uttar Pradesh, India
CIN - U72900UP2017PTC092242
Website - www.polestarllp.com

15th March 2022

Name: Tarushi Sharma

Email Id: tarushisharma41@gmail.com

Sub: Letter of Intent

Dear Tarushi,

Thank you for the keen interest you have shown in the association with Polestar. Consequent to your application and the subsequent discussions you had with us, we are pleased to issue the letter of intent to offer you a career with the company as per the details given below:

1. Internship Period: 4 months & Stipend during Internship: 12,000 INR including PF.
2. Date of Joining: 21st March 2022
3. Base location: Noida
4. Post successful completion of the Internship period, you will be confirmed for the job and your total Cost to Company (CTC) will be Rs. 3,63,500/- and the breakup of CTC is mentioned below:
 - a) **Fixed Component:** Your Fixed salary component will be 3,25,000/- per annum inclusive of PF.
 - b) **Variable Component:** You are eligible for up to 10% Performance-Based Bonus which will be paid out annually depending on your performance on a pro-rata basis and as per the prevailing appraisal policy.
 - c) **Medical Insurance:** Rs. 200,000 Medical Insurance worth Rs. 6,000/-, after completion of your probation period.
 - d) **Service Agreement:** There will be a Service Agreement for a period of 2 years from the date of joining with a payback clause of 2L.

We welcome your decision to be part of Polestar and we are sure that together will preserve the Core Values that we stand for and work towards a mutually beneficial relationship.

A formal letter of appointment including the service terms and conditions will be issued to you on your joining. You are being offered on the presumption that the particulars furnished by you in your Application and/or Resume are correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your offer with the company shall stand Terminated/Cancelled without any notice. This letter of intent is subject to your joining us on or before the date mentioned in point 2.

Looking forward to you joining the core team.

For Polestar Solutions and Services India Pvt. Ltd.

Pushkar Jangale
HR Operations Lead

I accept this offer
Signature of Candidate



Polestar Solutions & Services India Pvt. Ltd.

Logix Infotech Park, 3rd Floor

D-5, Sector - 59, Noida - 201301, Uttar Pradesh, India

CIN - U72900UP2017PTC092242

Website – www.polestarllp.com

List of documents to be submitted on the date of joining:

1. **A print of Joining form filled online** (The Link will be sent to you towards your joining date)
2. **Educational Qualification Certificate:**
 - Certificate and Mark-sheets of Post-Graduation
 - Certificate and Mark-Sheets of Graduation
 - Mark-Sheet of 12th Standard
 - Mark-Sheet of 10th Standard
3. **ID Proof:**
 - PAN Card (Mandatory):** If you don't have a Pan card then please apply for it immediately and submit the same within 15 days.
 - Address Proof:**
 1. **Aadhar card (Mandatory):** If you don't have a Pan card then please apply for it immediately and submit the same within 15 days.
 2. **If you don't have your Aadhar card currently, please submit either of these document:** Passport or Driving license
4. **Photograph:** 1 Passport size (Please bring your formal photograph with Black & White background)
5. **Employee Profile (Updated Resume):** (Self-certified)
6. **Cheque towards service agreement:** An A/c Payee cheque in the name of "Polestar Solutions & Services India Private Limited" for Rs. 200,000 (Rupees Two Lakh only) towards Service Agreement. DO NOT PUT DATE on the cheque and the cheque should be from your own account.
7. **Verification of Cheque:** Bank statement from your existing Bank account (Name should be written in Bank statement for Verification of Cheque) **
**If Your Name is printed on the Cheque you don't need to bring Bank Statement.

Note:

Please keep all your original documents mentioned above along with one self-attested photocopy of all the documents to complete your Joining Process.

Pushkar Jangale – HR Operations Lead

I accept this offer
Signature of Candidate

Fwd: Rohit Kumar Rout- Sales Coordinator

1 message

Shalini Khatri <shalini.khatri@its.edu.in>
To: ITS Placement <crc_itsecgn@its.edu.in>

Sat, Mar 26, 2022 at 9:34 AM

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

From: **LAXMIKANT BAIS** <laxmikant.bais@eitpl.com>
Date: Fri, Mar 25, 2022 at 5:53 PM
Subject: Rohit Kumar Rout- Sales Coordinator
To: Shalini Khatri <shalini.khatri@its.edu.in>

Hi Shalini,

Rohit has been interviewed and selected in sales and marketing team.. Expected DOJ is 28th Mar 2022. Please suggest him to report to us on said date with all educational documents and ID proof.

Thanks & Regards,



LAXMIKANT BAIS

DGM - HR & ADMIN

Email: laxmikant.bais@eitpl.com



East India Technologies P. Ltd.

A: E-24-26, Surajpur Indl. Area, Site-B,
Greater Noida-201306, Uttar Pradesh

www.eitplems.com

ITS Engineering College
46, Knowledge park-III, Greater Noida- 201310

Ph: 0120- 2331000, 2331001

Connect with us:-



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OFFER LETTER

Date: 28th March 2022

To,

**Ms. Lubna Kumar,
14/226, Trilokpuri, delhi-110091,**

Dear Lubna,

Warm Greetings from Triadss.

With reference to your interview with us on 28th March 2022, we are pleased to offer you the position of "Recruitment Executive" as per the terms and conditions we discussed with you. If you agree to these terms, we would like you to join on or before 04th April 2022, with our company else above offer will be withdrawn. Along with acceptance of the offer, please send us a copy of your resignation to previous company duly acknowledged by them. Your probation period would be 03 Months.

Your gross compensation will be **Rs.25,000/-** Per Month (CTC) on successful completion of probation, during your probation period your gross compensation will be **Rs.15,000/-** Per Month (CTC) You will be issued a detailed appointment letter on your joining date.

Please sign duplicate of this offer letter as token of your acceptance of the above terms within 3 days from the receipt of this offer.

With best wishes

For Triadss Tech Solutions Pt Ltd,



Authorised Signatory

Triadss Tech Solutions Pt Ltd

Reg. Office

A 83, Insta Office Business Centre
Okhla Phase II., Delhi – 110 020
New Delhi – INDIA.

Chennai Office

S1, 2nd Floor, No.21,
Srinivasa Nagar, Kandanchavdi,
OMR, Chennai – 600 096, INDIA



OFFER LETTER

Date: 28th March 2022

To,

**Ms. Bindu Sagu,
MoKilaGhassMandi
Jahangurabad, DistBulandshahr(UP).**

Dear Bindu,

Warm Greetings from Triadss.

With reference to your interview with us on 28th March 2022, we are pleased to offer you the position of "Recruitment Executive" as per the terms and conditions we discussed with you. If you agree to these terms, we would like you to join on or before 04th April 2022, with our company else above offer will be withdrawn. Along with acceptance of the offer, please send us a copy of your resignation to previous company duly acknowledged by them. Your probation period would be 03 Months.

Your gross compensation will be **Rs.25,000/-** Per Month (CTC) on successful completion of probation, during your probation period your gross compensation will be **Rs.15,000/-** Per Month (CTC)You will be issued a detailed appointment letter on your joining date.

Please sign duplicate of this offer letter as token of your acceptance of the above terms within 3 days from the receipt of this offer.

With best wishes

For Triadss Tech Solutions Pt Ltd,



Authorised Signatory

Triadss Tech Solutions Pt Ltd

Reg. Office

A 83, Insta Office Business Centre
Okhla Phase II., Delhi – 110 020
New Delhi – INDIA.

Chennai Office

S1, 2nd Floor, No.21,
Srinivasa Nagar, Kandanchavdi,
OMR, Chennai – 600 096, INDIA

MIND/HR/REF/T001
April 11, 2022

Aashi Nanda
D-74/B, Pandav Nagar,
Delhi - 110092

Dear Aashi,

Pursuant to your application and further discussions with us, we are pleased to offer you the role of **Trainee** in the marketing division. It is with great pleasure that we extend you an opportunity to learn and acquire skills as a trainee for a period of 11 months and you will be paid a stipend of Rs. 25000/- (INR Twenty-five thousand only) per month during that period.

The position will be based in Delhi/Greater Noida. We would appreciate it if your start date is no later than **Monday, April 11, 2022 at 9.30 AM**. Please return the duplicate copy of this letter duly signed in token of your having accepted this training offer. We will then proceed to create a formal training contract outlining the terms and conditions of the contract.

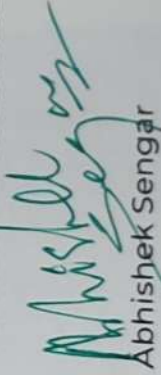
Please bring copies of the following documents at the time of joining along with the originals copies for verification (wherever applicable)


- Five copies of recent photographs.
- Copies of educational/professional qualification certificates.
- Copy of PAN Card
- Copy of Adhaar Card
- Cancelled Cheque

We believe that with your skills and commitment, you can make a significant contribution as a trainee in the marketing division.

Aashi, we are looking forward to working with you.

For Manitou South Asia Private Limited


Abhishek Sengar
Manager Human Resource


Accepted:
(Aashi Nanda)



Letter of Intent

Date: 09-April-2022

Monika Yadav,
House No-120, Beta – 1, D Block,
Greater NOIDA (UP) - 201306

Dear Monika,

Congratulations!

With reference to your interview with us on 08-April-2022, we are pleased to offer you the position of “HR-Admin Trainee” as per the terms and conditions we discussed with you. If you agree to these terms, we would like you to join on or before 11th April 2022, with our company else above offer will be withdrawn.

Your probation period would be 03 Months.

Your gross compensation will be **Rs.25,000/-** Per Month (CTC) on successful completion of probation, during your probation period your gross compensation will be **Rs.15,000/-** Per Month (CTC)You will be issued a detailed appointment letter on your joining date.

Please sign duplicate of this offer letter as token of your acceptance of the above terms by 10-April-22.

With best wishes

For SSTX Pvt Ltd.,

Aman Goel



April 18th 2022

OFFER LETTER

Dear Nalnee panday

Vinosha Portfolio Priate Limited is pleased to offer you an opportunity as a **HR Recruiter**. This position is located in Noida, Uttar Pradesh.

For this position your major duties will include:

- 1) Recruitment.
- 2) Sourcing candidates.
- 3) Screening resumes matching the requirements.
- 4) Opening their SALARY account.
- 5) Communicating employer information and benefits during screening process.
- 6) Serving as a liaison with area employment agencies, colleges, and industry associations.

The position we are offering you is that of **HR Recruiter** at a monthly salary of **INR 13,000 per month** with an **annual cost to company INR 1,56,000**. This position reports to **Team Manager, TRISHA**

Background Checks:

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and this offer is conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer / or terminate employment at any time.

To accept this offer, please sign and return one copy of this letter and retain the other copy for your records. We request you to keep this offer letter confidential. In case you do not return the accepted and signed copy of the offer letter within 7 working days the offer may stand withdrawn.

Vinosha Portfolio Pvt. Ltd.
C-56A/13, Unity Tech Park,
Sec – 62, Noida - 201309
Gautam Budh Nagar, UP

Tel & Fax :+918010124040
Mail: info@vinoshaportfolio.com
Facebook: facebook.com/vigpl
Twitter: @vigpl

Website :
www.vinoshaportfolio.com

**Date of Joining:**

You are requested to join us on or before 18th **APRIL ,2022** .

Probation:

You shall be on probation for a minimum period of 3 months from your date of joining. Based on satisfactory performance, you will be considered for confirmation in the services of the company.

1) **Recruitment** : An HR recruiter needs to hire 3-4 BDE on daily basis and share the daily report to get their presence marked and the incentive that we are providing is on target basis.

2) **Performance Evaluation:**

- The performance of the candidate will be evaluated on the basis of active candidates.
- Your initial target will be 25-30 active candidates to justify the salary, if the target is over achieved you will get performance bonus, in case if you are not able to achieve your initial target in that case you will get salary as per number of active candidate, falling below the belt of 40 percent you will not be entitled with salary reward.

Team Vinosha Portfolio Private Limited welcomes you aboard and wishes you a very happy association with us. We wish this association is mutually fruitful and growth oriented.

Vinosha Portfolio Pvt. Ltd.

C-56A/13, Unity Tech Park,
Sec – 62, Noida - 201309
Gautam Budh Nagar, UP

Tel & Fax :+918010124040

Mail: info@vinoshaportfolio.com

Facebook: [facebook.com/vigpl](https://www.facebook.com/vigpl)

Twitter: @vigpl

Website :

www.vinoshaportfolio.com



Kindly submit the following documents (If pending) to the HR person at the time of joining:

- 1) Educational documents i.e. mark sheets and certificates
- 2) Address proof and photo id proof
- 3) Experience Certificates (If any)

Congratulations and welcome to the team!

For VINOSHA PORTFOLIO PRIVATE LIMITED
Preeti
Authorized Signatory

(Authorized Signatory)

PREETI RAWAT

HR Manager

Signed

I accept the offer above and will be joining on ___/___/___

Signature

Date

Vinosha Portfolio Pvt. Ltd.
C-56A/13, Unity Tech Park,
Sec – 62, Noida - 201309
Gautam Budh Nagar, UP

Tel & Fax :+918010124040
Mail: info@vinoshaportfolio.com
Facebook: facebook.com/vigpl
Twitter: @vigpl

Website :
www.vinoshaportfolio.com



6th June 2022

Akansha Shivhare
D/O Shashi Bhushan Shivhare,
H. No – 13/300, Gujrati Pada, Nal Ki Mandi, Shahaganj,
Agra, Kiraoli, UP – 282010

Subject: Offer Letter

Dear Akansha,

This is in continuation to your meeting and discussion with our team; we are pleased to offer you the position of **Specialist – Student Success** in the **Customer Success Department** from **Friday, 1st July 2022** for Delhi location at a CTC of INR 4,00,000 per annum.

Terms and Conditions

You will be governed by the rules, regulations and other company policy as applicable, enforced, amended or altered from time to time during your employment.

1. You shall be on a probationary period of 6 months. During this period of 6 months your performance will be reviewed and if found satisfactory, your appointment will be confirmed on completion of the probationary period.
2. Depending on the outcome of such evaluation, the Company may, at its sole discretion, extend the probationary period for a further period of 3 (three) months
3. Please find the below compensation structure for your reference.



Registered Office: D6/8, Okhla Phase II,
New Delhi - 110020



Corporate Office: Plot no 15, Okhla Phase III,
New Delhi - 110020

GST No. : 07AAICB2409H1ZW
CIN No. : U74999DL2019PTC344975



SALARY ANNEXURE


Employee Name:	Akansha Shivhare	Department:	Customer Success
Designation:	Specialist - Student Success	Location:	Delhi
Components in INR	Salary Components	Monthly Amount in INR	Yearly Amount in INR
	1. Basic Salary	25,000	3,00,000
	2. House Rent Allowance	6,533	78,400
	3. Special Allowance	-	-
A. Gross Total		31,533	3,78,400
Employee Contributions:	PF (Employee Contribution)	1,800	21,600
	In Hand Salary before TDS	29,733	3,56,800
B. Employer Contributions:	PF Employer Contribution	1,800	21,600
	1. Performance Incentives	-	-
C. Annual Components**	2. Leave Travel Assistance	-	-
	Total (A+B+C)	33,333	4,00,000

On your joining day, you are required to bring a copy of the following documents: -

1. Resume
2. 2 passport size photographs
3. PAN Card Copy (Self attested)
4. Aadhar Card Copy (Self attested)
5. Appointment letter of current company/Latest appraisal letter
6. Last three month salary slips
7. Last three month Bank Statements
8. Relieving and Experience letter of past companies
9. Educational Document
10. Signed copy of Offer letter
11. Bank Details for Salary transaction (Cancelled Cheque)

This offer is contingent upon successful completion of our standard background investigation. Please confirm your acceptance of this offer within three (3) days of your receipt by signing and returning the offer letter else the offer shall be considered as Null and void.

For Bada Business Pvt. Ltd.


Achalesh Sharma
Chief People Officer

Signature
Acceptor's Name'
Date



Registered Office: D6/8, Okhla Phase II,
New Delhi - 110020



Corporate Office: Plot no 15, Okhla Phase III,
New Delhi - 110020



Subject: You have been made an offer of **Customer Engagement Executive**

Congratulations! You have been made an offer.

Dear Vishal Kumar,

Permanent Address: Village Havaspur Bigas Post Offices Babugarh district Hapur Uttar Pradesh 245201

Contact No 84749 06607

Email ID: Vishalku342@gmail.com

Please find the offer details below:

- **Designation: Customer Engagement Executive**
- **Salary: 3LPA Fixed + 3LPA Variable**
- **Offer Date: 21 June 2022**
- **Joining Date: 27 June 2022**
- **Location: Delhi NCR**

Office Address :

SAVIC Technologies Pvt. Ltd.
707, B-Wing, Plot No 66,
Great Eastern Summit, Sector 15,
C.B.D Belapur, Navi Mumbai 400614

Office Time: 9:30AM-6:30PM

Base location Delhi NCR

When required you must report to the office in base location.

We would like you to join as early as possible, but not later than 27 June, 2022 beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon in writing.

Upon acceptance of this offer Company may, if required, carry necessary background/referral check including but not limited to enquiries with your present employer. Employment as per this offer is subject to your background/referral check and being medically fit at the time of your joining. By accepting this offer you are accepting our background verification policy.

At the time of joining, we would request you to bring along with you photo copy / xerox of each of the documents listed below. Also bring Originals of each document for verification, to expedite the process.

1. Proof of Date of Birth (Birth Certificate / Passport / Driving License) (2 copies)
2. Educational Qualification Certificates (S.S.C., H.S.C., Degree, Post Graduation and Technical Qualification Certificates if any).
3. Proof of Professional Qualification.
4. Relieving certificate from the previous employer.
5. Appointment letter of the previous employer and salary revision letters(if any).
6. Last pay slip received from the previous employer.
7. Form 16 (TDS certificate)
8. Passport Size photographs (5 Nos.)
9. Passport
10. PAN Card
11. Aadhar Card
12. Proof of current Residential Address
13. **Carry your personal laptop (mandatory)**
14. Cancelled Cheque (for verification of bank details).

Kindly confirm your acceptance of the offer.

Thanks and Regards
Akshay Gaikwad

Talent Acquisition Executive



Annexure

Fixed Salary Per Annum	300,000			
Total Monthly Gross	25000			
Annual KPI Linked Salary**	300,000			
Total CTC Per Annum	600,000			
EARNINGS			DEDUCTIONS	
BASIC	12500		PF	As per company standard
HRA	6250		PT	200
DA	1250		TDS	As per company standard
Special Allowance	4417		Medicclaim	As per company standard
Total Monthly Gross	25000			

****Annual variable pay shall be paid on the basis of achieving monthly targets on pro-rata basis.****





Subject: You have been made an offer of Customer Engagement Executive

Congratulations! You have been made an offer.

Dear Ankit Kumar Singh,

Permanent Address: Vill Devnathpur Post. Harahua Dist Varanasi - 221105

Contact No: 7897128452

Email ID: singh.ankit4852@gmail.com

Please find the offer details below:

- **Designation:** Customer Engagement Executive
- **Salary:** 3LPA Fixed + 3 LPA Variable
- **Offer Date:** 24 June 2022
- **Joining Date:** 27 June 2022
- **Location:** Delhi NCR

Office Address :

SAVIC Technologies Pvt. Ltd.
707, B-Wing, Plot No 66,
Great Eastern Summit , Sector 15,
C.B.D Belapur, Navi Mumbai 400614

Office Time: 9:30AM-6:30PM

Base location Delhi NCR

When required you must report to the office in base location.

We would like you to join as early as possible, but not later than **27 June 2022**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon in writing.

Upon acceptance of this offer Company may, if required, carry necessary background/referral check including but not limited to enquiries with your present employer. Employment as per this offer is subject to your background/referral check and being medically fit at the time of your joining. By accepting this offer you are accepting our background verification policy.

At the time of joining, we would request you to bring along with you photo copy / xerox of each of the documents listed below. Also bring Originals of each document for verification, to expedite the process.

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2. Educational Qualification Certificates (S.S.C., H.S.C., Degree, Post Graduation and Technical Qualification Certificates if any).
3. Proof of Professional Qualification.
4. Relieving certificate from the previous employer.
5. Appointment letter of the previous employer and salary revision letters(if any).
6. Last pay slip received from the previous employer.
7. Form 16 (TDS certificate)
8. Passport Size photographs (5 Nos.)
9. Passport
10. PAN Card
11. Aadhar Card
12. Proof of current Residential Address
13. **Carry your personal laptop (mandatory)**
14. Cancelled Cheque (for verification of bank details).

Kindly confirm your acceptance of the offer.

Thanks and Regards
Akshay Gaikwad

Talent Acquisition Executive

akshay.gaikwad@savicttech.com



Annexure

Fixed Salary Per Annum	3,00,000			
Total Monthly Gross	25,000			
Annual KPI Linked Salary**	3,00,000			
Total CTC Per Annum	6,00,000			
EARNINGS			DEDUCTIONS	
BASIC	12500		PF	As per company standards
HRA	6250		PT	200
DA	1250		TDS	As per company standards
Special Allowance	4417		Medicclaim	As per company standards
Total Monthly Gross	25000			

****Annual variable pay shall be paid on the basis of achieving monthly targets on pro-rata basis.****

