



SADHU VASWANI MISSION'S
St. Mira's College For Girls, Pune
An Autonomous (Affiliated to Savitribai Phule Pune University)
Reaccredited by NAAC- A Grade, cycle 3
[ARTS, COMMERCE, SCIENCE ,BSc (Computer Science),
BBA, BBA(CA)]
6,Koregaon Road,Pune-411001. [INDIA]
Ph./Fax: 26124846; Email: mira_college@yahoo.co.in

SSR 2017-2018

5.2.1 Average percentage of placement of outgoing students during the last five years



Mercedes-Benz

Trinity Motors
Dealer for Mercedes-Benz
Passenger Vehicles

8th November, 2017

OFFER LETTER

Ms. Gurmeet kaur Khanduja
470, Gultekdi
Salisbury Park
Pune-411037

Sub: Offer Letter

Ref: Our Interview.

Dear,
Ms, Gurmeet Kaur Khanduja,

With reference to your application, the final interview you had with us we are pleased to offer you appointment in the position of a PRE-Sales, on the following terms:

Your gross Annual Emoluments (CTC) would be as discussed and will be as per the document signed by you and HR. Formal letter of appointment along with detailed break-up of your salary, your Job Profile and other terms governing your employment, would be handed over to you after you join duty.

Please submit true copies of your educational certificates, relieving letter from the last employer, last salary slip, TDS certificate & PAN No, on the date of your joining.

This offer is valid subject to:

- You join duty on or before 8th November, 2017.
- Relieving letter from your past employer
- A non-detrimental Reference Check is received,
- Details of your present salary & employment, as given by you are validated and
- You are found physically fit in the medical examination submit a proof vide a certification by a certified Medical Practitioner.
- Your submitting a copy of your resignation letter duly acknowledged, by your present employer (if any) within 1 days hereof.

Kindly sign the duplicate of this letter as a token of your acceptance of the above offer.

Thanking you,
Yours faithfully,

By
Authorised Signatory,
Ghatge Motors Pvt. Ltd.



G. Khanduja
9/11/17
Accepted

Principal Incharge
St. Mira's College for Girls, Pune.

Registered Office 517 - E, GPT Complex, Old Pune - Bangalore Road, Kolhapur - 461001
CIN. U50400PN2012PTC144734

Trinity Motors
Ghatge Motors Pvt Ltd
Support Services Building,
S. No. 15, Plot No. 1
Opp. Gold Adlabs, Kalyaninagar,
Pune 411 014, INDIA
Phone: +91 20 67342525
www.trinitymotors.in



Mercedes-Benz

Trinity Motors
Dealer for Mercedes-Benz
Passenger Vehicles

SALARY ANNEXURE

Ghatge Motors Pvt. Ltd			
Name of the Employee			
Designation		Gurmeet Kaur Khanduja	
Reporting Authority		PRE Sales	
Department		PRM Sales	
Location		Marketing & CRM	
Date of Joining		Wagholi	
Employee No.		8th November 2017	
Grade		GMPL- 01-201	
		Monthly	Annually
	BASIC	5950	71400
	DEARNESS ALLOWANCE	3242	38904
	HOUSE RENT ALLOWANCE	298	3576
	CONVEYANCE ALLOWANCE	0	0
	EDUCATION ALLOWANCE	0	0
	MEDICAL ALLOWANCE	0	0
	WASH ALLOWANCE	300	3600
	CITY COMP. ALLOWANCE	2500	30000
	PROFI ALLOWANCE	4710	56520
	Total A	17000	204000
Employer Contribution	Provident Fund	1103	13236
	ESIC	793	9516
	Total B	1896	22752
Total C(A+B)	Fixed Direct CTC	18103	217236
D	Indirect	0	0
F (C+D)	CTC	18103	217236 ✓
Employee Contribution	PF	1103	13236
	PT	200	2500
	ESIC	292	3504
	Total	1595	19240
Take Home		15405	184760

Registered Office: 517 - E, GP1 Complex, Old Pune - Bangalore Road, Kolhapur - 461001
CIN: U50400PN2012PTC144734

G. K. J.

Trinity Motors
Ghatge Motors Pvt. Ltd.
Support Service Building,
S No. 15, Plot No. 1,
Opp. Gold Adlabs, Kalyaninagar,
Pune 411 014, INDIA.
Phone : +91 20 67342525
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Mercedes-Benz are registered trademarks of Daimler AG, Stuttgart, Germany

JR

Principal Incharge
St. Mira's College for Girls, Pune.



ADWEBSOFTWARE

APPOINTMENT LETTER

01/12/2017
 Shivani Rajendra Khule
 khuleshivani19@gmail.com

APPOINTMENT AS "Junior Project Support"

Dear Shivani,

On behalf of ADWEB Software Pvt. Ltd. it's my pleasure to confirm our offer of employment to you as **Junior Project Support** in our Pune, India office. We extend this offer, and the opportunity it represents, with confidence in your abilities, and the belief that you will make a great contribution to the team, our customers and the company culture.

ADWEB Software offers a world-class environment, one that makes a strong commitment to personal empowerment, flexibility and professionalism. Joining the ADWEB Software team is not "getting a new job", it's participating in your own company. You are expected to actively protect, and to create, an environment in which you can perform at your best, and which allows you to bring out the best in others.

APPOINTMENT

Your appointment will be effective from the date of joining which shall be on **02/07/2018**, failing which, this offer will be automatically withdrawn.

PROBATION

There will be a probationary period of 3 months. At the end of this period the position will be reviewed and if satisfactory the continuation of your employment will be confirmed. During the probationary period either party can terminate employment by giving one week's notice.

EQUIPMENT

ADWEB Software is a world class organisation, with world class people, who in turn demand world class equipment. You will be issued with a top of the range Dell Latitude CTO, Processor 7i, 16 GB RAM and 512 GB SSD & 24" Dell monitors or a competent model as per the availability.

RESPONSIBILITIES

A role at ADWEB Software comes with significant responsibilities. Our working environment has been designed to provide talented people, regardless of their background, with everything they need to perform at their best. This is safeguarded by a strong culture, one valued by all, and which at its core trusts you to do the right thing for you, your colleagues, your customers and the organisation.

We expect every member of the team to conduct themselves in a professional manner, and one that reflects well and themselves, and the rest of the team. This includes in the broader technical communities on Twitter, Facebook, blogs and LinkedIn, where you are encouraged to actively participate.



BKhule

Principal Incharge
 St. Mira's College for Girls, Pune.

ADWEBSOFTWARE

EMPLOYEE CONTRACT

Date: 06th Dec. 2017Signed: SKhulep

I, Shivani Khule agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on 02/07/2018.

ANNEXURE 1 - DETAILS

Date	01/12/2017
Name	Shivani Khule
Email	khuleshivani19@gmail.com
Qualifications	Bachelor Of Commerce
Role	Junior Project Support

ANNEXURE 2 - COMPENSATION

Sr.No.	Particulars	Annual CTC	Monthly CTC
(A)	Yearly CTC	270000	22500
	Direct Benefits:		
1	Basic	108000	9000
2	HRA	54000	4500
3	Conveyance Allowance	19200	1600
4	Medical Reimbursement	15000	1250
5	Leave and Travel Allowance	27000	2250
6	Other Allowance	33840	2820
	Total Gross Salary	257040	21420
	Indirect Benefits		
	Employer P.F. Contribution	12960	1080
	Total Annual CTC	270000 ✓	22500
(B)	Deductions:		
1	Profession Tax	2500	208
2	Employee P.F. Contribution	12960	1080
3	Income Tax*	0	0
	Total Deductions	15460	1288
(C)	Take Home Pay	241580	20132

*Calculated based on Savings Declaration and applicable Laws



SKhulep

SK

Principal Incharge
St. Mira's College for Girls, Pune.

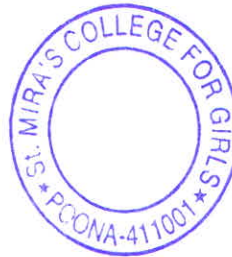
ADWEBSOFTWARE

ANNEXURE 3 - LEAVE

Annual Leave
Holiday Leave

Days
20 (14 ELs, 6 SLs)*
10 (3 fixed, 7 opt)*

*The leave mentioned is as applicable from time to time as Published in the HR Manual



JK

Principal Incharge
St. Mira's College for Girls, Pune.

G. Khule

State Street Syntel Services

A State Street and Syntel Company

Date: 12th Jan, 2018

Place: Pune

Dear Nisha Shingate

State Street Syntel Services Pvt. Ltd
Block S-5, Plot No B-1,
MIDC, Talawade Software Technology Park
Talawade Tal. - Haveli
Pune - 411 062, India
T. +91 20 2760 6000
CIN No. U72200MH2004PTC144362

Sub. Offer for employment with our company, subject to the following terms and conditions

Greetings from Syntel!!!

At the outset, we wish to congratulate and welcome you to the Syntel family. You are being offered the position of "Officer" with State Street Syntel Services Pvt. Ltd ("Company"), subject to the terms and conditions mentioned herein below.

1. This offer is contingent upon your successful completion of graduation from your college/university on or before 19th May, 2018. If you failed to successfully complete your graduation as mentioned above, this offer stands withdrawn automatically and without the Company or you being required to take any further action towards the withdrawal. You must provide the Company with the documents as per the list provided to you by the Company including copies of your transcripts and diploma/degree as soon as you receive them from your college/university ("Documents"). The Documents needs to be submitted to us, within a period of 15 days, in original, with a copy for our verification at the time of joining (You can collect the originals back post verification).

You may be inducted subject to completion of the entire process of interview and on boarding before your graduation results are declared. Even if you are so inducted, your continuation in the employment is conditional and contingent upon the conditions specified in Paragraphs 1 and 2 of this letter (appearing above) as well as those in the paragraphs appearing below being fully satisfied. Any failure to so satisfy the requirements will result in immediate termination of your employment without the Company or you being required to take any further action towards the same and without any further liability on the Company.

You acknowledge that this offer letter, represents the entire agreement between you and the Company. Any verbal or written agreements/communications, promises or representations that are not specifically stated in this offer, are or will not be binding upon the Company.

In the event your employment continues, you shall be issued a signed appointment letter. Issuance of such appointment letter is at the sole discretion of the Company and unless such appointment letter is issued, it shall be deemed that no employment is offered to you and you will not be entitled for any further claims on the Company.

The detailed terms and conditions of your employment will be as per the appointment letter, which will be issued to you subject to the terms and conditions as mentioned herein above. Your date of joining and work location will be intimated to you at the time of issuance of the appointment letter.

This offer is subject to Pune jurisdiction. The courts located in Pune alone shall have the exclusive jurisdiction to entertain any dispute related to this offer.

We hope to have you working with us soon and looking forward to a positive and rewarding experience. Thank you once again for your interest in our organization.

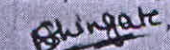
Thanks & Regards,



Adarsh Krishna
Head - Global Recruitment Cell

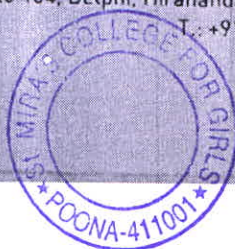
If you agree with the above conditions, please indicate your acceptance by signing the second copy of this letter and return it to our office.

I accept the offer subject to the terms and conditions outlined herein above.



Signature

Registered Office: B-101 to 104, Delphi, Hiranandani Business Park, Powai, Mumbai - 400 076, India.
T.: +91 22 6704 6402




Principal Incharge
St. Mira's College for Girls, Pune.

Annexure A - Remuneration Details

Name : *Nisha Shingate*
 Designation: Officer - KPO
 Grade: E0

Compensation Components	Monthly (Rs.)	Annual (Rs.)
Salary & Allowances		
Basic Salary	5260	63120
House Rent Allowance	2630	31560
Bonus	2000	24000
Special Allowance	2133	25596
Conveyance Allowance	600	7200
Total Salary & Allowances (A)	12623	151476
Company's Contribution to Provident Fund (PF) (B)	1127	13524
Total Cost To Company C = (A+B)	13750	165000 ✓

Notes:

- (1) Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.
- (2) Company's Contribution to PF is @12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 1800/- per month whichever is lower.
- (3) The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (5) As per the Company policy, you will be covered under a company provided Medical Insurance.

I have received the letter of intent.

Shingate.

Adarsh Krishna
 Head - Global Recruitment Cell




Principal Incharge
St. Mira's College for Girls, Pune.

State Street Syntel Services

A State Street and Syntel Company

Date: 12th Jan 2018
Place: Pune.

Dear Banika Ambekar

Sub: Offer for employment with our company, subject to the following terms and conditions

Greetings from Syntel!!!

At the outset, we wish to congratulate and welcome you to the Syntel family. You are being offered the position of "Officer" with State Street Syntel Services Pvt. Ltd ("Company"), subject to the terms and conditions mentioned herein below.

1. This offer is contingent upon your successful completion of graduation from your college/university on or before 07 May 18. If you failed to successfully complete your graduation as mentioned above, this offer stands withdrawn automatically and without the Company or you being required to take any further action towards the withdrawal. You must provide the Company with the documents as per the list provided to you by the Company including copies of your transcripts and diploma/degree as soon as you receive them from your college/university ("Documents"). The Documents needs to be submitted to us, within a period of 15 days, in original, with a copy for our verification at the time of joining (You can collect the originals back post verification).

You may be inducted subject to completion of the entire process of interview and on boarding before your graduation results are declared. Even if you are so inducted, your continuation in the employment is conditional and contingent upon the conditions specified in Paragraphs 1 and 2 of this letter (appearing above) as well as those in the paragraphs appearing below being fully satisfied. Any failure to so satisfy the requirements will result in immediate termination of your employment without the Company or you being required to take any further action towards the same and without any further liability on the Company.

You acknowledge that this offer letter, represents the entire agreement between you and the Company. Any verbal or written agreements/communications, promises or representations that are not specifically stated in this offer, are or will not be binding upon the Company.

In the event your employment continues, you shall be issued a signed appointment letter. Issuance of such appointment letter is at the sole discretion of the Company and unless such appointment letter is issued, it shall be deemed that no employment is offered to you and you will not be entitled for any further claims on the Company.

The detailed terms and conditions of your employment will be as per the appointment letter, which will be issued to you subject to the terms and conditions as mentioned herein above. Your date of joining and work location will be intimated to you at the time of issuance of the appointment letter.

This offer is subject to Pune Jurisdiction. The courts located in Pune alone shall have the exclusive jurisdiction to entertain any dispute related to this offer.

We hope to have you working with us soon and looking forward to a positive and rewarding experience. Thank you once again for your interest in our organization.

Thanks & Regards,

Adarsh Krishna
Head - Global Recruitment Cell

If you agree with the above conditions, please indicate your acceptance by signing the second copy of this letter and return it to our office.

I accept the offer subject to the terms and conditions outlined herein above.

Signature: Banika Ambekar
Registered Office: B-101 to 104, Delpi, Hiranandani Business Park, Powai, Mumbai - 400074, India
T.: +91 22 6704 6402

State Street Syntel Services Pvt. Ltd.
Block S-5, Plot No. B-1,
MIDC, Talawade Software Technology Park
Talawade Tal. - Haveli
Pune - 411 062, India
T.: +91 20 2760 6000
CIN No: U72200MH2004PTC146382

Principal Incharge
St. Mira's College for Girls, Pune.



Annexure A - Remuneration Details

Name:

Designation: Officer - HRD

Grade: E0

Compensation Components	Monthly (Rs.)	Annual (Rs.)
Salary & Allowances		
Basic Salary	6260	63120
House Rent Allowance	2610	31560
Bonus	2000	20000
Special Allowance	2131	25998
Conveyance Allowance	600	7200
Total Salary & Allowances (A)	12623	181476
Company's Contribution to Provident Fund (PF) (B)	1127	13524
Total Cost To Company C = (A+B)	13750	165000 ✓

Notes:

- (1) Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Decision.
- (2) Company's Contribution to PF is @ 12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 100/- per month whichever is lower.
- (3) The Salary / Allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (5) As per the Company policy, you will be covered under a company provided Medical Insurance.

Ajitesh Krishna
Head - Global Recruitment Cell




Principal Incharge
St. Mira's College for Girls, Pune.

State Street Syntel Services

A State Street and Syntel Company

Date: 12-Jan-2018
Place: Pune.

Dear K V Radha

State Street Syntel Services Pvt. Ltd
Block S-5, Plot No. B-1,
MIDC, Talawade Software Technology Park
Talawade Tal. - Haveli
Pune - 411 062, India
T: +91 20 2760 6000
CIN No.: U72200MH2004PTC144362

Sub. Offer for employment with our company, subject to the following terms and conditions.

Greetings from Syntel!!!

At the outset, we wish to congratulate and welcome you to the Syntel family. You are being offered the position of "Officer" with State Street Syntel Services Pvt. Ltd ('Company'), subject to the terms and conditions mentioned herein below:

1. This offer is contingent upon your successful completion of graduation from your college/university on or before 03/May/18. If you failed to successfully complete your graduation as mentioned above, this offer stands withdrawn automatically and without the Company or you being required to take any further action towards the withdrawal. You must provide the Company with the documents as per the list provided to you by the Company including copies of your transcripts and diploma/degree as soon as you receive them from your college/university ("Documents"). The Documents needs to be submitted to us, within a period of 15 days, in original, with a copy for our verification at the time of joining (You can collect the originals back post verification).

You may be inducted subject to completion of the entire process of interview and on boarding before your graduation results are declared. Even if you are so inducted, your continuation in the employment is conditional and contingent upon the conditions specified in Paragraphs 1 and 2 of this letter (appearing above) as well as those in the paragraphs appearing below being fully satisfied. Any failure to so satisfy the requirements will result in immediate termination of your employment without the Company or you being required to take any further action towards the same and without any further liability on the Company.

You acknowledge that this offer letter, represents the entire agreement between you and the Company. Any verbal or written agreements/communications, promises or representations that are not specifically stated in this offer, are or will not be binding upon the Company.

In the event your employment continues, you shall be issued a signed appointment letter. Issuance of such appointment letter is at the sole discretion of the Company and unless such appointment letter is issued, it shall be deemed that no employment is offered to you and you will not entitled for any further claims on the Company.

The detailed terms and conditions of your employment will be as per the appointment letter, which will be issued to you subject to the terms and conditions as mentioned herein above. Your date of joining and work location will be intimated to you at the time of issuance of the appointment letter.

This offer is subject to Pune jurisdiction. The courts located in Pune alone shall have the exclusive jurisdiction to entertain any dispute related to this offer.


We hope to have you working with us soon and looking forward to a positive and rewarding experience. Thank you once again for your interest in our organization.

Thanks & Regards,



Adarsh Krishna
Head - Global Recruitment Cell

If you agree with the above conditions, please indicate your acceptance by signing the second copy of this letter and return it to our office.

I accept the offer subject to the terms and conditions outlined herein above.



Signature Registered Office: B-101 to 104, Delpsi, Hiranandani Business Park, Powai, Mumbai - 400 076, India.
T: +91 20 2760 6000


Principal Incharge

St. Mira's College for Girls, Pune



Annexure A - Remuneration Details

Name :
 Designation: Officer - KPO
 Grade: E0

Compensation Components	Monthly (Rs.)	Annual (Rs.)
Salary & Allowances	5260	63120
Basic Salary	2630	31560
House Rent Allowance	2000	24000
Bonus	2133	25596
Special Allowance	600	7200
Conveyance Allowance	12623	151476
Total Salary & Allowances (A)		
Company's Contribution to Provident Fund (PF) (B)	1127	13524
Total Cost To Company C = (A+B)	13750	165000 ✓

Notes:

- (1) Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.
- (2) Company's Contribution to PF is @12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 1800/- per month whichever is lower.
- (3) The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (5) As per the Company policy, you will be covered under a company provided Medical Insurance.

Adarsh Krishna
 Head - Global Recruitment Cell



Jh
Principal Incharge
 St. Mira's College for Girls, Pune.

State Street Syntel Services

A State Street and Syntel Company

Date: 12th Jan 2018.
Place: Pune.

Dear Neha Tolani

Sub: Offer for employment with our company, subject to the following terms and conditions

Greetings from Syntel!!!

At the outset, we wish to congratulate and welcome you to the Syntel family. You are being offered the position of "Officer" with State Street Syntel Services Pvt. Ltd ('Company'), subject to the terms and conditions mentioned herein below:

1. This offer is contingent upon your successful completion of graduation from your college/university on or before 09/ May 18. If you failed to successfully complete your graduation as mentioned above, this offer stands withdrawn automatically and without the Company or you being required to take any further action towards the withdrawal. You must provide the Company with the documents as per the list provided to you by the Company including copies of your transcripts and diploma/degree as soon as you receive them from your college/university ("Documents"). The Documents needs to be submitted to us, within a period of 15 days, in original, with a copy for our verification at the time of joining (You can collect the originals back post verification).

You may be inducted subject to completion of the entire process of interview and on boarding before your graduation results are declared. Even if you are so inducted, your continuation in the employment is conditional and contingent upon the conditions specified in Paragraphs 1 and 2 of this letter (appearing above) as well as those in the paragraphs appearing below being fully satisfied. Any failure to so satisfy the requirements will result in immediate termination of your employment without the Company or you being required to take any further action towards the same and without any further liability on the Company.

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This offer is subject to Pune jurisdiction. The courts located in Pune alone shall have the exclusive jurisdiction to entertain any dispute related to this offer.

We hope to have you working with us soon and looking forward to a positive and rewarding experience. Thank you once again for your interest in our organization.

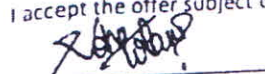
Thanks & Regards,



Adarsh Krishna
Head - Global Recruitment Cell

If you agree with the above conditions, please indicate your acceptance by signing the second copy of this letter and return it to our office.

I accept the offer subject to the terms and conditions outlined herein above.


Signature

Registered Office: B-101 to 104, Delphi, Hiranandani Business Park, Powai, Mumbai - 400 076, India
T.: +91 22 6704 6402


Principal Incharge
St. Mira's College for Girls, Pune.



Annexure A - Remuneration Details

Name :

Designation: Officer - KPO

Grade: E0

Compensation Components	Monthly (Rs.)	Annual (Rs.)
Salary & Allowances		63120
Basic Salary	5260	31560
House Rent Allowance	2630	24000
Bonus	2000	25596
Special Allowance	2133	7200
Conveyance Allowance	600	151476
Total Salary & Allowances (A)	12623	
Company's Contribution to Provident Fund (PF) (B)	1127	13524
Total Cost To Company C = (A+B)	13750	165000 ✓

Notes:

- (1) Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.
- (2) Company's Contribution to PF is @12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 1800/- per month whichever is lower.
- (3) The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (5) As per the Company policy, you will be covered under a company provided Medical Insurance.

Adarsh Krishna
Head - Global Recruitment Cell




Principal Incharge
St. Mira's College for Girls, Pune.

Dr. Manisha Bandishti
Lifestyle for Health

To,

Name: **Ms Ankita Singh**

Address: 303, Choice 'C' Apartment,
Opp. Millennium Star Building,
Dhole Patil Road, Pune

Subject: Offer of Employment

Dear Ms Ankita Singh,

With reference to your application and the subsequent interview for the post of Receptionist, we are pleased to offer you the position of Receptionist in our organisation. Details regarding the same are mentioned below:

- You will draw a salary of **Rs 6000/- p. m.**
- Your duty timings would be from 2.00 pm to 7 pm
- You will be on training for the period of 2 months from the date of joining, thereafter we shall confirm your permanency.

Yours Faithfully,

Dr. Manisha Bandishti
13/01/2018

Dr Manisha Bandishti
Dr. Manisha Bandishti
M.B.B.S., D.P.B.
Reg. No.:- 076144

Reg No. 076144

Dr. Manisha Bandishti
Obesity & Lifestyle Management Consultant

B. Choice 'C' Apts., Near Ruby Hall Clinic, Dhole Patil Road, Pune - 411 001
020 26261095, Mobile : 7350530101 (By Appt.)
Mail : info@drmanishabandishti.com, Skype : drmanishabandishti
drmanishabandishti.com

Principal
Principal Incharge
St. Mira's College for Girls, Pune.



APPOINTMENT LETTER

01/12/2017

Fatema Hussain

hfatema333@gmail.com

APPOINTMENT AS "Junior Project Support"

Dear Fatema,

On behalf of ADWEB Software Pvt. Ltd. it's my pleasure to confirm our offer of employment to you as **Junior Project Support** in our Pune, India office. We extend this offer, and the opportunity it represents, with confidence in your abilities, and the belief that you will make a great contribution to the team, our customers and the company culture.

ADWEB Software offers a world-class environment, one that makes a strong commitment to personal empowerment, flexibility and professionalism. Joining the ADWEB Software team is not "getting a new job", it's participating in your own company. You are expected to actively protect, and to create, an environment in which you can perform at your best, and which allows you to bring out the best in others.

APPOINTMENT

Your appointment will be effective from the date of joining which shall be on **02/07/2018**, failing which, this offer will be automatically withdrawn.

PROBATION

There will be a probationary period of 3 months. At the end of this period the position will be reviewed and if satisfactory the continuation of your employment will be confirmed. During the probationary period either party can terminate employment by giving one week's notice.

EQUIPMENT

ADWEB Software is a world class organisation, with world class people, who in turn demand world class equipment. You will be issued with a top of the range Dell Latitude CTO, Processor 7i, 16 GB RAM and 512 GB SSD & 24" Dell monitors) or a competent model as per the availability.

RESPONSIBILITIES

A role at ADWEB Software comes with significant responsibilities. Our working environment has been designed to provide talented people, regardless of their background, with everything they need to perform at their best. This is safeguarded by a strong culture, one valued by all, and which at its core trusts you to do the right thing for you, your colleagues, your customers and the organisation.

We expect every member of the team to conduct themselves in a professional manner, and one that reflects well and themselves, and the rest of the team. This includes in the broader technical communities on Twitter, Facebook, blogs and LinkedIn, where you are encouraged to actively participate.

ADWEB Software Pvt. Ltd.
Office 802, 8th Floor S.R. IRIZ, Pashan-Baner Link Road, Pune 411045
Phone +91 20 65237333 www.adwebsoftware.in
Corporate Identity Number : U72200PN2012FTC144365



Jh
Principal Incharge
St. Mira's College for Girls, Pune.

ADWEB SOFTWARE

WORKING HOURS

ADWEB Software operates a flexible working environment, which accommodates working flexible hours with minimum commitment of 8 hours work on daily basis. This is intended to not only make for a better work/life balance, but also to enable us to work together to better serve our customers and the rest of the team around the globe.

We operate an open plan office making it important for everyone to be considerate of other peoples "Ways of working". For further information please refer to HR Manual.

COMPENSATION

Your gross annual salary will be INR **270000** (Rupees Two Lakhs and Seventy Thousand Only) per annum, please refer to Annexure 2 for further details.

The above benefits will be subject to applicable laws and any rules the company may put in place. The Company does reserve the right to change these rules at its sole discretion.

The Company will make the required deductions from your salary as necessary for compliance with State/Central tax laws.

The Benefits provided by the Company as outlined herein, and in the Company policies, are subject to change at the discretion of the Company.

HEALTH INSURANCE GROUP POLICY

Health Insurance group policy is a family floater policy and the maximum sum assured is Rs.3 Lakhs per year. It covers yourself + spouse + 2 Children. Parents can be covered under this policy at an extra premium that may be applicable at the time of joining. As per the policy you need to provide the details of your parents within 15-20 days of your joining. You are requested to refer to the HR Manual for the policy terms and conditions.

MEAL CARD

ADWEB Software provides an optional employee benefit of a Meal card from Edenred. If you are interested you can choose from one of the following options:-

A. Rs. 2200/- per month.

B. Rs. 1100/- per month.

This amount will be deducted from the special allowance component every month and in that same week it will be loaded onto the card. No document needs to be submitted to payroll to avail the tax benefit for using this card. The tax benefit will be provided by end of financial year. Inform us within 10 days of joining if interested in taking the Edenred Meal Card. For more information please refer to the HR Manual.

SERVICE RULES

Like all companies, ADWEB Software has a number of policies and processes that must be complied with in order to guarantee its proper operation as an organisation. The expectation is that these, future polices, and changes are complied with, with professionalism and diligence. They should be considered binding.

Any act of dishonesty, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part, or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

You being adjudged and being found guilty by a competent court of any offence involving moral turpitude will render you liable to termination of your employment without notice or compensation thereof.

ADWEB Software Pvt. Ltd.
Office 802, 8th Floor S.R. IRIZ, Pashan-Baner Link Road, Pune 411045
Phone +91 20 65237333 www.adwebsoftware.in
Corporate Identity Number : U72200PN2012FTC144365



Principal Incharge
St. Mira's College for Girls, Pune.

ADWEB SOFTWARE

In case any information furnished by you either in your application for employment or during the selection process is found to be incorrect/false, and/or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

PAYMENT OF SALARY THROUGH BANK A/C

Your monthly salary / wages would be deposited in your Bank account in any of the branches of your Bank. In case you do not have such an account, you will have to open one and confirm the account number with us at the time of joining. This will enable our Finance Department to deposit your salary into your account on time.

GENERAL

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or noncompetition agreement, non-disclosure or confidentiality agreement, non-solicitation agreement, etc.). Such agreements may be contained in offer letters from previous employers, stock option grants, employment agreements, independent contractor agreements, agreements for the sale of a business etc. You represent that your employment with Company and the performance of your proposed duties for Company will not violate any obligations you have to such previous employer or other party. In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible Embodiments of non-public information belonging to or obtained from any such previous employment or other party.

It is our hope that your acceptance of our offer will be the beginning of a long term commitment between yourself and ADWEB Software. Please send the duly signed copy of the duplicate offer document to the undersigned as a sign of your acceptance of the offer, latest by **2nd December, 2017** failing which the offer shall stand withdrawn without any notice.

Fatema, welcome to ADWEB Software.

Sincerely,

For ADWEB Software Pvt. Ltd.

Stewart Bairstow
Director

ADWEB Software Pvt. Ltd.
Office 802, 8th Floor S.R. IRIZI, Pashan-Baner Link Road, Pune 411045
Phone +91 20 65237333 www.adwebsoftware.in
Corporate Identity Number : U72200PN2012FTC144365

Principal Incharge
St. Mira's College for Girls, Pune.



ADWEBSOFTWARE

EMPLOYEE CONTRACT

Date:

Signed:

I, Fatema Hussain agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on **02/07/2018**.

ANNEXURE 1 - DETAILS

Date	01/12/2017
Name	Fatema Hussain
Email	hfatema333@gmail.com
Qualifications	B.A. Psychology
Role	Junior Project Support

ANNEXURE 2 - COMPENSATION

Sr.No.	Particulars	Annual CTC	Monthly CTC
(A)	Yearly CTC	270000	22500
	Direct Benefits:		
1	Basic	108000	9000
2	HRA	54000	4500
3	Conveyance Allowance	19200	1600
4	Medical Reimbursement	15000	1250
5	Leave and Travel Allowance	27000	2250
6	Other Allowance	33840	2820
	Total Gross Salary	257040	21420
	Indirect Benefits		
	Employer P.F.Contribution	12960	1080
	Total Annual CTC	270000 ✓	22500
(B)	Deductions:		
1	Profession Tax	2500	208
2	Employee P.F.Contribution	12960	1080
3	Income Tax*	0	0
	Total Deductions	15460	1288
(C)	Take Home Pay	241580	20132

*Calculated based on Savings Declaration and applicable Laws

ADWEB Software Pvt. Ltd.
Office 802, 8th Floor S.R. IRIZ, Pashan-Baner Link Road, Pune 411045
Phone +91 20 65237333 www.adwebssoftware.in
Corporate Identity Number : U72200PN2012FTC144365



Jh
Principal Incharge
St. Mira's College for Girls, Pune.

ANNEXURE 3 – LEAVE

	Days
Annual Leave	20 (14 ELs, 6 SLs)*
Holiday Leave	10 (3 fixed, 7 opt)*

**The leave mentioned is as applicable from time-to-time as Published in the HR Manual*



Principal Incharge
St. Mira's College for Girls, Pune.



State Street Syntel Services

A State Street and Syntel Company

Date: 12th Jan, 2018
Place: Pune

Dear Brienna Pube

State Street Syntel Services Pvt. Ltd.
Block 5-5, Plot No. B-1,
MIDC, Talawade Software Technology Park
Talawade Tal. - Haveli
Pune - 411 062, India
T. +91 20 2760 6000
CIN No. U72200MH2004PTC144362

Sub: Offer for employment with our company, subject to the following terms and conditions.

Greetings from Syntel!!!

At the outset, we wish to congratulate and welcome you to the Syntel family. You are being offered the position of "Officer" with State Street Syntel Services Pvt. Ltd. (Company'), subject to the terms and conditions mentioned herein below:

1. This offer is contingent upon your successful completion of graduation from your college/university on or before 03/ May, 2018. If you failed to successfully complete your graduation as mentioned above, this offer stands withdrawn automatically and without the Company or you being required to take any further action towards the withdrawal. You must provide the Company with the documents as per the list provided to you by the Company including copies of your transcripts and diploma/degree as soon as you receive them from your college/university ("Documents"). The Documents needs to be submitted to us, within a period of 15 days, in original, with a copy for our verification at the time of joining (You can collect the originals back post verification).

You may be inducted subject to completion of the entire process of interview and on boarding before your graduation results are declared. Even if you are so inducted, your continuation in the employment is conditional and contingent upon the conditions specified in Paragraphs 1 and 2 of this letter (appearing above) as well as those in the paragraphs appearing below being fully satisfied. Any failure to so satisfy the requirements will result in immediate termination of your employment without the Company or you being required to take any further action towards the same and without any further liability on the Company.

You acknowledge that this offer letter, represents the entire agreement between you and the Company. Any verbal or written agreements/communications, promises or representations that are not specifically stated in this offer, are or will not be binding upon the Company.

In the event your employment continues, you shall be issued a signed appointment letter. Issuance of such appointment letter is at the sole discretion of the Company and unless such appointment letter is issued, it shall be deemed that no employment is offered to you and you will not be entitled for any further claims on the Company.

The detailed terms and conditions of your employment will be as per the appointment letter, which will be issued to you subject to the terms and conditions as mentioned herein above. Your date of joining and work location will be intimated to you at the time of issuance of the appointment letter.

This offer is subject to Pune jurisdiction. The courts located in Pune alone shall have the exclusive jurisdiction to entertain any dispute related to this offer.

We hope to have you working with us soon and looking forward to a positive and rewarding experience. Thank you once again for your interest in our organization.

Thanks & Regards,



Adarsh Krishna
Head - Global Recruitment Cell

If you agree with the above conditions, please indicate your acceptance by signing the second copy of this letter and return it to our office.

I accept the offer subject to the terms and conditions outlined herein above.

Signature _____
Registered Office: B-101 to 104, Delphi, Hiranandani Business Park, Powai, Mumbai - 400 076, India
T. +91 22 6704 6402


Principal Incharge
St. Mira's College for Girls, Pune.



Annexure A - Remuneration Details

Name :

Designation: Officer - KPO

Grade: E0

Compensation Components		Monthly (Rs.)	Annual (Rs.)
Salary & Allowances			
Basic Salary			
House Rent Allowance		5260	63120
Bonus		2630	31560
Special Allowance		2000	24000
Conveyance Allowance		2133	25596
Total Salary & Allowances (A)		600	7200
		12623	151476
Company's Contribution to Provident Fund (PF) (B)		1127	13524
Total Cost To Company C = (A+B)		13750	165000 ✓

Notes:

- (1) Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.
- (2) Company's Contribution to PF is @ 12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 1800/- per month whichever is lower.
- (3) The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (5) As per the Company policy, you will be covered under a company provided Medical Insurance.

Adarsh Krishna
Head - Global Recruitment Cell




Principal Incharge
St. Mira's College for Girls, Pune.



Dear Veena Vitthal Patre

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of Trainee Java Knowledge Specialist in Band 5, Level 1 with Mphasis BPO at a CTC of INR 3,20,000/-

As you are currently in your last semester and are gearing up 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:

1. Your clearance of all back papers if any before joining Mphasis
2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to Mphasis at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

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, for business contingencies.

Mphasis intends to onboard 2017-18 hires anytime between June 2018 to Mar 2019.

Yours Sincerely

For Mphasis

HR - Campus Hiring



Principal Incharge
St. Mira's College for Girls, Pune.

Mphasis Limited,

EQN Cluster C, Kharadi Infrastructure Pvt. Ltd - SEZ, Plot No 1, Survey 77, MIDC, Kharadi, Pune - 411014 | T: +91 20 6617 0000 | F: +91 20 6617 0932

Registered Office: Bagmane World Technology Centre, Marathalli Outer Ring Road, Doddanakhundi Village, Mahadevapura, Bangalore 560 048, India.

T: +91 080 3352 5000 | F: +91 080 6695 9943 | CIN: L30007KA1902PLC025294

State Street Syntel Services

A State Street and Syntel Company

Date: 12th Jan, 2016

Place: Pune

Dear Geerja Sharma

State Street Global Services Pvt. Ltd.
Block 2-5, Plot No. B-1,
MDC, Tatawade Software Technology Park
Tatawade Tal. - Haveli
Pune - 411 002, India
T. +91 20 2740 6000
CIN No. U72200MH2004PTC144332

This Offer for employment with our company, subject to the following terms and conditions:

Greetings from Syntel!!!

At the outset, we wish to congratulate and welcome you to the Syntel family. You are being offered the position of "Officer" with State Street Syntel Services Pvt. Ltd. (Company), subject to the terms and conditions mentioned herein below:

1. This offer is contingent upon your successful completion of graduation from your college/university on or before 15th May 2016. If you failed to successfully complete your graduation as mentioned above, this offer stands withdrawn automatically and without the Company or you being required to take any further action towards the withdrawal. You must provide the Company with the documents as per the list provided to you by the Company including copies of your transcripts and diploma/degree as soon as you receive them from your college/university ("Documents"). The Documents needs to be submitted to us, with a period of 15 days, in original, with a copy for our verification at the time of joining (You can collect the original back post verification).

You may be inducted subject to completion of the entire process of interview and on boarding before your graduation results are declared. Even if you are so inducted, your continuation in the employment is conditional and contingent upon the conditions specified in Paragraphs 1 and 2 of this letter (appearing above) as well as those in the paragraphs appearing below being fully satisfied. Any failure to so satisfy the requirements will result in immediate termination of your employment without the Company or you being required to take any further action towards the same and without any further liability on the Company.

You acknowledge that this offer letter, represents the entire agreement between you and the Company. Any verbal or written agreements/communications, promises or representations that are not specifically stated in this offer, are or will not be binding upon the Company.


In the event your employment continues, you shall be issued a signed appointment letter. Issuance of such appointment letter is at the sole discretion of the Company and unless such appointment letter is issued, it shall be deemed that no employment is offered to you and you will not entitle for any further claims on the Company.

The detailed terms and conditions of your employment will be as per the appointment letter, which will be issued to you subject to the terms and conditions as mentioned herein above. Your date of joining and work location will be intimated to you at the time of issuance of the appointment letter.

This offer is subject to Pune jurisdiction. The courts located in Pune alone shall have the exclusive jurisdiction to entertain any dispute related to this offer.

We hope to have you working with us soon and looking forward to a positive and rewarding experience. Thank you once again for your interest in our organization.

Thanks & Regards,


Adarsh Krishna
Head - Global Recruitment Cell

If you agree with the above conditions, please indicate your acceptance by signing the second copy of this letter and return our office.

I accept the offer subject to the terms and conditions outlined herein above.


Signature

Registered Office: B-101 to 104, Dejohi, Hiranandani Business Park, Powai, Mumbai - 400 076, India.
T. +91 22 5706 6002



Scanned by CamScanner


Principal Incharge
St. Mira's College for Girls, Pune.

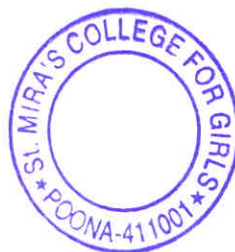
Annexure A - Remuneration Details

Name: _____
 Designation: Officer - KPI
 Grade: T-8

Category & Allowances	Monthly (Rs.)	Annual (Rs.)
Basic Salary	7200	86400
Dearness Allowance	2610	31320
House Rent Allowance	2000	24000
Medical Allowance	111	1332
Conveyance Allowance	500	6000
Special Allowance	12625	151500
Gratuity (Provisional)	1127	13524
Total	13750	165276

No.

Aishwarya Sawdha
 Head - Global Recruitment Cell



JR
Principal Incharge
 St. Mira's College for Girls, Pune.

State Street Syntel Services

A State Street and Syntel Company

Date 12th Jun, 2018
Place Pune

Dear Ruchika Narain

State Street Syntel Services Pvt. Ltd.
Block S-5, Plot No. B-1,
MIDC, Talawade Software Technology Park
Talawade Tal. - Haveli
Pune - 411 062, India
T: +91 20 2760 6000
CIN No.: U72200MH2004PTC144362

Sub. Offer for employment with our company, subject to the following terms and conditions.

Greetings from Syntel!!!

At the outset, we wish to congratulate and welcome you to the Syntel family. You are being offered the position of "Officer" with State Street Syntel Services Pvt. Ltd ('Company'), subject to the terms and conditions mentioned herein below:

1. This offer is contingent upon your successful completion of graduation from your college/university on or before 09 May, 2018. If you failed to successfully complete your graduation as mentioned above, this offer stands withdrawn automatically and without the Company or you being required to take any further action towards the withdrawal. You must provide the Company with the documents as per the list provided to you by the Company including copies of your transcripts and diploma/degree as soon as you receive them from your college/university ("Documents"). The Documents needs to be submitted to us, within a period of 15 days, in original, with a copy for our verification at the time of joining (You can collect the originals back post verification).

You may be inducted subject to completion of the entire process of interview and on boarding before your graduation results are declared. Even if you are so inducted, your continuation in the employment is conditional and contingent upon the conditions specified in Paragraphs 1 and 2 of this letter (appearing above) as well as those in the paragraphs appearing below being fully satisfied. Any failure to so satisfy the requirements will result in immediate termination of your employment without the Company or you being required to take any further action towards the same and without any further liability on the Company.

You acknowledge that this offer letter, represents the entire agreement between you and the Company. Any verbal or written agreements/communications, promises or representations that are not specifically stated in this offer, are or will not be binding upon the Company.

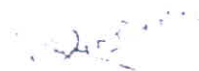
In the event your employment continues, you shall be issued a signed appointment letter. Issuance of such appointment letter is at the sole discretion of the Company and unless such appointment letter is issued, it shall be deemed that no employment is offered to you and you will not entitled for any further claims on the Company.

The detailed terms and conditions of your employment will be as per the appointment letter, which will be issued to you subject to the terms and conditions as mentioned herein above. Your date of joining and work location will be intimated to you at the time of issuance of the appointment letter.

This offer is subject to Pune jurisdiction. The courts located in Pune alone shall have the exclusive jurisdiction to entertain any dispute related to this offer.

We hope to have you working with us soon and looking forward to a positive and rewarding experience. Thank you once again for your interest in our organization

Thanks & Regards,



Adarsh Krishna
Head - Global Recruitment Cell

If you agree with the above conditions, please indicate your acceptance by signing the second copy of this letter and return it to our office

I accept the offer subject to the terms and conditions outlined herein above.



Signature Registered Office: B-101 to 104, Delphi, Hiranandani Business Park, Powai, Mumbai - 400 076, India.
T.: +91 22 6704 6402


Principal Incharge
St. Mira's College for Girls, Pune.



Annexure A - Remuneration Details

Name :

Designation: Officer - KPO

Grade: E0

Compensation Components	Monthly (Rs.)	Annual (Rs.)
Salary & Allowances		
Basic Salary	5260	63120
House Rent Allowance	2630	31560
Bonus	2000	24000
Special Allowance	2133	25596
Conveyance Allowance	600	7200
Total Salary & Allowances (A)	12623	151476
Company's Contribution to Provident Fund (PF) (B)	1127	13524
Total Cost To Company C = (A+B)	13750	165000 ✓

Notes:

- (1) Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.
- (2) Company's Contribution to PF is at 12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 1800/- per month whichever is lower.
- (3) The Salary allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (5) As per the Company policy, you will be covered under a company provided Medical Insurance.

Akash Krishna
Head - Global Recruitment Cell




Principal Incharge
St. Mira's College for Girls, Pune.

State Street Syntel Services

A State Street and Syntel Company

Date: 12th Jan, 2018

Place: Pune.

State Street Syntel Services Pvt. Ltd.
Block S-5, Plot No. B-1,
MIDC, Talawade Software Technology Park
Talawade Tal. - Haveli
Pune - 411 062, India
T: +91 20 2760 6000
CIN No.: U72200MH2004PTC144362

Dear Saniya Aldrin

Sub: Offer for employment with our company, subject to the following terms and conditions.

Greetings from Syntel!!!

At the outset, we wish to congratulate and welcome you to the Syntel family. You are being offered the position of "Officer" with State Street Syntel Services Pvt. Ltd ('Company'), subject to the terms and conditions mentioned herein below:

1. This offer is contingent upon your successful completion of graduation from your college/university on or before 09th May, 2018. If you failed to successfully complete your graduation as mentioned above, this offer stands withdrawn automatically and without the Company or you being required to take any further action towards the withdrawal, You must provide the Company with the documents as per the list provided to you by the Company including copies of your transcripts and diploma/degree as soon as you receive them from your college/university ("Documents"). The Documents needs to be submitted to us, within a period of 15 days, in original, with a copy for our verification at the time of joining (You can collect the originals back post verification).

You may be inducted subject to completion of the entire process of interview and on boarding before your graduation results are declared. Even if you are so inducted, your continuation in the employment is conditional and contingent upon the conditions specified in Paragraphs 1 and 2 of this letter (appearing above) as well as those in the paragraphs appearing below being fully satisfied. Any failure to so satisfy the requirements will result in immediate termination of your employment without the Company or you being required to take any further action towards the same and without any further liability on the Company.

You acknowledge that this offer letter, represents the entire agreement between you and the Company. Any verbal or written agreements/communications, promises or representations that are not specifically stated in this offer, are or will not be binding upon the Company.

In the event your employment continues, you shall be issued a signed appointment letter. Issuance of such appointment letter is at the sole discretion of the Company and unless such appointment letter is issued, it shall be deemed that no employment is offered to you and you will not entitled for any further claims on the Company.

The detailed terms and conditions of your employment will be as per the appointment letter, which will be issued to you subject to the terms and conditions as mentioned herein above. Your date of joining and work location will be intimated to you at the time of issuance of the appointment letter.

This offer is subject to Pune jurisdiction. The courts located in Pune alone shall have the exclusive jurisdiction to entertain any dispute related to this offer.

We hope to have you working with us soon and looking forward to a positive and rewarding experience. Thank you once again for your interest in our organization.

Thanks & Regards,



Adarsh Krishna

Head - Global Recruitment Cell

If you agree with the above conditions, please indicate your acceptance by signing the second copy of this letter and return it to our office.

I accept the offer subject to the terms and conditions outlined herein above.

Signature

Registered Office: B-101 to 104, Delphi, Hiranandani Business Park, Powai, Mumbai - 400 072, India

T.: +91 22 6704 6402

Principal Incharge
St. Mira's College for Girls, Pune



Annexure A - Remuneration Details

Name :

Designation: Officer - KPO

Grade: E0

Compensation Components		Monthly (Rs.)	Annual (Rs.)
Salary & Allowances			
Basic Salary		5260	63120
House Rent Allowance		2630	31560
Bonus		2000	24000
Special Allowance		2133	25596
Conveyance Allowance		600	7200
Total Salary & Allowances	(A)	12623	151476
Company's Contribution to Provident Fund (PF) (B)		1127	13524
Total Cost To Company	C = (A+B)	13750	165000 ✓

Notes:

- (1) Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.
- (2) Company's Contribution to PF is @ 12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 1800/- per month whichever is lower.
- (3) The Salary - allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (5) As per the Company policy, you will be covered under a company provided Medical Insurance.

Adarsh Krishna
Head - Global Recruitment Cell




Principal Incharge
St. Mira's College for Girls, Pune.

28 February 2018

Shraddha Yadav
A1-204, Manjri greens annex, hadapsar,
Pune
Maharashtra - 412307

Dear Shraddha,

On behalf of **KPMG** (the '**Firm**'), I am pleased to offer you the position of **Analyst in Advisory - Risk Consulting** with the Firm.

You shall be based in **Pune** and can be transferred to any other offices of the Firm at any other place or city within India or outside India, as decided by the Firm from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **7 May 2018**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Firm's Personnel Policy, for the time being in force ('**Firm Policy**'). At the end of the Probation Period, the Firm may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Firm shall be as follows:

A. Compensation

1. Basic Salary

Your basic salary shall be **Rs. 82500/- (Rupees Eighty Two Thousand Five Hundred Only)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Firm.

2. Allowances

In addition to the basic salary referred to in Paragraph A.1 above, you shall be entitled to a sum of **Rs. 67500/- (Rupees Sixty Seven thousand Five Hundred Only)** towards allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual of the Firm and Employer's contribution under the Provident Fund scheme of the Firm, subject to your entitlement and the policy of the Firm in that regard.

B. Other Entitlements

Your other entitlements, as may be determined by the Firm Policy from time to time, shall be as follows:

1. Bonus

You may be entitled to a performance bonus as per the Firm Policy. The Firm is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Firm's discretion.

2. Gratuity

You shall be entitled to payment of gratuity as per the Firm Policy and subject to the applicable law.




Principal Incharge
St. Mira's College for Girls, Pune.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Firm on or before **1 March 2018**, failing which, this offer stands automatically withdrawn by the Firm without any further notice to you.

Yours sincerely,
for **KPMG**

Nisha Syriac
Associate Director - Human Resources

I am pleased to accept the offer contained above.

Shraddha
01/03/2018
Shraddha Yadav



JR
Principal Incharge
St. Mira's College for Girls, Pune.

· You are not permitted to join an investment club, or participate in a Portfolio Management Scheme. Similarly, you may not invest in controlled joint ventures or partnerships unless those entities follow the

Firm's independence rules with respect to their investments.

· Beneficial interests in trusts and interests in retirement plans or stock option plans of former employers are subject to the restrictions applicable to financial interests.

What Kinds of Loans Are Acceptable?

If you are a Covered Person, you and your immediate family members may not obtain loans from SEC financial institution audit clients for which you are a Covered Person. However, certain types of loans are permitted and other loans already in existence may be grandfathered. Personal loans from SEC audit clients of the Firm are not permitted for all Covered Persons. These loans cannot be grandfathered.




Principal Incharge
St. Mira's College for Girls, Pune.

Syntel Services

A State Street and Syntel Company

Date: 20th Jun 2018
Place: Pune.

Dear Anushka Joshi,

See Offer for employment with our company, subject to the following terms and conditions.

Greetings from Syntel!!!

We are pleased to congratulate and welcome you to the Syntel family. You are being offered the position of "Officer" with State Street, Syntel Services Pvt. Ltd. ("Company"), subject to the terms and conditions mentioned herein below:

- This offer is contingent upon your successful completion of graduation from your college/university or university ^{by May '18}. You failed to successfully complete your graduation as mentioned above, this offer stands withdrawn automatically and without the Company or you being required to take any further action towards the withdrawal. You must provide the Company with the documents as per the list below and to you by the Company including copies of your transcripts and diplomas/degrees as soon as you receive them from your college/university ("Documents"). The Documents needs to be submitted to us within a period of 15 days, in original, with a copy for our verification at the time of joining. (You can collect the originals back post verification).

You may be regarded subject to completion of the entire process of interview and onboarding before your graduation results are declared. Even if you are so indicating your continuation in the employment is conditional and contingent upon the conditions mentioned in Paragraphs 1 and 2 of this letter (appearing above) as well as those in the paragraphs appearing below being fully satisfied. Any failure to so satisfy the requirements will result in immediate termination of your employment without the Company or you being required to take any further action towards the same and without any further liability on the Company.

You acknowledge that this Offer letter represents the entire agreement between you and the Company. Any verbal or written agreements/commitments, promises or representations that are not specifically stated in this offer, and/or will not be binding upon the Company.

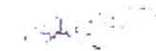
In the event your employment continues, you shall be issued a signed appointment letter. In case of such appointment letter is issued to the discretion of the Company and in case such appointment letter is issued, it shall be deemed that the employment is offered to you and you will not be entitled for any further claims on the Company.

The detailed terms and conditions of your employment will be as per the appointment letter, which will be issued to you subject to the terms and conditions as mentioned herein above. Your date of joining and work location will be intimated to you at the time of issuance of the appointment letter.

This offer is subject to Pune jurisdiction. The courts located in Pune alone shall have the exclusive jurisdiction to entertain a lawsuit related to this offer.

We hope to have you work for us soon and looking forward to a positive and rewarding experience. Thank you once again for your interest in our organization.


Thanks & Regards,



Adarsh Krishna
Head - Global Recruitment Cell

If you agree with the above conditions, please indicate your acceptance by signing the enclosed copy of this letter and return it to our office.

I accept the offer, subject to the terms and conditions outlined herein above.



Signature
Registered Office: B-107 to 114, Dech, Hirasandani Business Park, Powai, Mumbai - 400 077, India.
T: +91 22 6706 6470




Principal Incharge
St. Mira's College for Girls, Pune.

Annexure A - Remuneration Details

Name :
 Designation: Officer - KPO
 Grade: B0

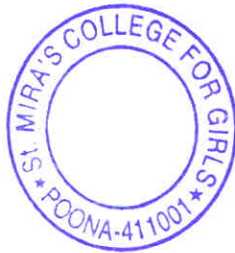
Compensation Components	Monthly (Rs.)	Annual (Rs.)
Salary & Allowances		
Basic Salary	5260	63120
House Rent Allowance	2630	31560
Bonus	2000	24000
Special Allowance	3132	37584
Conveyance Allowance	600	7200
Total Salary & Allowances (A)	12622	151476
Company's Contribution to Provident Fund (PF) (B)	1127	13524
Total Cost To Company C = (A+B)	13750	165000 ✓

Notes:

- (1) Bonus is an incentive payable on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.
- (2) Company's Contribution to PF is a 12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 1800/- per month, whichever is lower.
- (3) The Security of this structure is liable for modification. Short time bonus and all payments are subject to appropriate laws for ex. the Income Tax Laws.
- (4) All payments shall be in accordance with company rules & regulations and administrative procedures / regulations. Individual companies and agencies report each component may undergo modification from time to time depending on statutory regulations.
- (5) Under the Company policy you will be covered under Company provided Medical Insurance.

Sourabh Krishna
 Head - Global Recruitment Cell

@anushka
 I have received the letter of Intent



JK
Principal Incharge
 St. Mira's College for Girls, Poona.

State Street Syntel Services

A State Street and Syntel Company

Date: 12th Jan, 2018

Place: Pune

Pragya Lawaniya

State Street Syntel Services Pvt. Ltd.
Block S-5, Plot No. B-1
MIDC, Talawade Software Technology Park
Talawade Tal. Haveli
Pune - 411 067, India
T: +91 20 2760 6200
CIN No.: U72200MH2004PTC164357

Sub: Offer for employment with our company, subject to the following terms and conditions.

Greetings from Syntel!!!

At the outset, we wish to congratulate and welcome you to the Syntel family. You are being offered the position of "Officer" with State Street Syntel Services Pvt. Ltd ("Company"), subject to the terms and conditions mentioned herein below:

1. This offer is contingent upon your successful completion of graduation from your college/university on or before 31st May, 2018. If you failed to successfully complete your graduation as mentioned above, this offer stands withdrawn automatically and without the Company or you being required to take any further action towards the withdrawal. You must provide the Company with the documents as per the list provided to you by the Company including copies of your transcripts and diploma/degree as soon as you receive them from your college/university ("Documents"). The Documents needs to be submitted to us, within a period of 15 days, in original, with a copy for our verification at the time of joining (You will collect the originals back post verification).

You may be inducted subject to completion of the entire process of interview and on-boarding before your graduation results are declared. Even if you are so inducted, your continuation in the employment is conditional and contingent upon the conditions specified in Paragraphs 1 and 2 of this letter (appearing above) as well as those in the paragraphs appearing below being fully satisfied. Any failure to so satisfy the requirements will result in immediate termination of your employment without the Company or you being required to take any further action towards the same and without any further liability on the Company.

You acknowledge that this offer letter, represents the entire agreement between you and the Company. Any verbal or written agreements/communications, promises or representations that are not specifically stated in this offer, are or will not be binding upon the Company.

In the event your employment continues, you shall be issued a signed appointment letter. Issuance of such appointment letter is at the sole discretion of the Company and unless such appointment letter is issued, it shall be deemed that no employment is offered to you and you will not be entitled for any further claims on the Company.

The detailed terms and conditions of your employment will be as per the appointment letter, which will be issued to you subject to the terms and conditions as mentioned herein above. Your date of joining and work location will be intimated to you at the time of issuance of the appointment letter.

This offer is subject to Pune jurisdiction. The courts located in Pune alone shall have the exclusive jurisdiction to entertain any dispute related to this offer.

We hope to have you working with us soon and looking forward to a positive and rewarding experience. Thank you once again for your interest in our organization.

Thanks & Regards,



Adarsh Krishna
Head - Global Recruitment Cell

If you agree with the above conditions, please indicate your acceptance by signing the second copy of this letter and return it to our office.

I accept the offer subject to the terms and conditions outlined herein above.



Registered Office: B-101 to 104, Dephi, Hiranandani Business Park, Powai, Mumbai - 400 076, India.
T: +91 22 6734 6402

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Principal Incharge
St. Mira's College for Girls, Pune.

Annexure A - Remuneration Details

Notes:

Designation: Officer - HRD

Grade: EB

Compensation Components		Monthly (Rs.)	Annual (Rs.)
Salary & Allowances			
Basic Salary		5260	63120
House Rent Allowance		2630	31560
Bonus		2000	24000
Special Allowance		2133	25596
Conveyance Allowance		600	7200
Total Salary & Allowances	(A)	12623	151476
Company's Contribution to Provident Fund (B)		1127	13524
Total Cost To Company	C = (A+B)	13750	165000 ✓

Notes:

(1) Bonus amount is accrued monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of Bonus Component is subject to further modification as per Management Discretion.

(2) Company's Contribution to PF is at 12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 1800/- per month whichever is lower.

(3) The Salary & allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.

(4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.

(5) As per the Company policy, you will be covered under a company provided Medical Insurance.

I have received the letter
of intent

Pragya

Pragya Lawaniya

Adarsh Krishna
Head - Global Recruitment Cell



Scanned by CamScanner

JK
Principal Incharge
St. Mira's College for Girls, Poona

State Street Syntel Services

A State Street and Syntel Company

Date: 12th Jan, 2018
Place: Pune

Dear Paulomi Nimbalkar

State Street Syntel Services Pvt. Ltd.
Block S-5, Plot No. B-1,
MIDC, Talawade Software Technology Park
Talawade Tal. - Haveli
Pune - 411 062, India
T: +91 20 2760 6000
CIN No.: U72200MH2004PTC144362

Sub: Offer for employment with our company, subject to the following terms and conditions.

Greetings from Syntel!!!

At the outset, we wish to congratulate and welcome you to the Syntel family. You are being offered the position of "Officer" with State Street Syntel Services Pvt. Ltd ("Company"), subject to the terms and conditions mentioned herein below:

1. This offer is contingent upon your successful completion of graduation from your college/university on or before 09th May, 2018. If you failed to successfully complete your graduation as mentioned above, this offer stands withdrawn automatically and without the Company or you being required to take any further action towards the withdrawal, You must provide the Company with the documents as per the list provided to you by the Company including copies of your transcripts and diploma/degree as soon as you receive them from your college/university ("Documents"). The Documents needs to be submitted to us, within a period of 15 days, in original, with a copy for our verification at the time of joining (You can collect the originals back post verification).

You may be inducted subject to completion of the entire process of interview and on boarding before your graduation results are declared. Even if you are so inducted, your continuation in the employment is conditional and contingent upon the conditions specified in Paragraphs 1 and 2 of this letter (appearing above) as well as those in the paragraphs appearing below being fully satisfied. Any failure to so satisfy the requirements will result in immediate termination of your employment without the Company or you being required to take any further action towards the same and without any further liability on the Company.

You acknowledge that this offer letter, represents the entire agreement between you and the Company. Any verbal or written agreements/communications, promises or representations that are not specifically stated in this offer, are or will not be binding upon the Company.

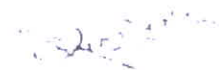
In the event your employment continues, you shall be issued a signed appointment letter. Issuance of such appointment letter is at the sole discretion of the Company and unless such appointment letter is issued, it shall be deemed that no employment is offered to you and you will not entitled for any further claims on the Company.

The detailed terms and conditions of your employment will be as per the appointment letter, which will be issued to you subject to the terms and conditions as mentioned herein above. Your date of joining and work location will be intimated to you at the time of issuance of the appointment letter.

This offer is subject to Pune jurisdiction. The courts located in Pune alone shall have the exclusive jurisdiction to entertain any dispute related to this offer.

We hope to have you working with us soon and looking forward to a positive and rewarding experience. Thank you once again for your interest in our organization.

Thanks & Regards,



Adarsh Krishna
Head - Global Recruitment Cell

If you agree with the above conditions, please indicate your acceptance by signing the second copy of this letter and return it to our office.

I accept the offer subject to the terms and conditions outlined herein above.



Signature Registered Office: B-101 to 104, Delphi, Hiranandani Business Park, Powai, Mumbai - 400 076, India.

T.: +91 22 6704 6402

Principal Incharge
St. Mira's College for Girls, Pune.



Annexure A - Remuneration Details

Name :

Designation: Officer - KPO

Grade: E0

Compensation Components	Monthly (Rs.)	Annual (Rs.)
Salary & Allowances		
Basic Salary	5260	63120
House Rent Allowance	2630	31560
Bonus	2000	24000
Special Allowance	2133	25596
Conveyance Allowance	600	7200
Total Salary & Allowances (A)	12623	151476
Company's Contribution to Provident Fund (PF) (B)	1127	13524
Total Cost To Company C = (A+B)	13750	165000 ✓

Notes:

(1) Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.

(2) Company's Contribution to PF is @12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 1800/- per month whichever is lower.

(3) The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.

(4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.

(5) As per the Company policy, you will be covered under a company provided Medical Insurance.

Adarsh Krishna

Head - Global Recruitment Cell



Principal Incharge
St. Mira's College for Girls, Pune.

State Street Syntel Services

A State Street and Syntel Company

State Street Syntel Services Pvt. Ltd.

Block S-5, Plot No. B-1,

MIDC, Talawade Software Technology Park

Talawade Tal. - Haveli

Pune - 411 062, India

T: +91 20 2760 6000

CIN No.: U72200MH2004PTC144362

Date: 12th Jan 2018
Place: Pune.

Dear Andrea Nathan

Sub: Offer for employment with our company, subject to the following terms and conditions.

Greetings from Syntel!!!

At the outset, we wish to congratulate and welcome you to the Syntel family. You are being offered the position of "Officer" with State Street Syntel Services Pvt. Ltd ('Company'), subject to the terms and conditions mentioned herein below:

1. This offer is contingent upon your successful completion of graduation from your college/university on or before ~~-----~~ ^{on May 18}. If you failed to successfully complete your graduation as mentioned above, this offer stands withdrawn automatically and without the Company or you being required to take any further action towards the withdrawal, You must provide the Company with the documents as per the list provided to you by the Company including copies of your transcripts and diploma/degree as soon as you receive them from your college/university ("Documents"). The Documents needs to be submitted to us, within a period of 15 days, in original, with a copy for our verification at the time of joining (You can collect the originals back post verification).

You may be inducted subject to completion of the entire process of interview and on boarding before your graduation results are declared. Even if you are so inducted, your continuation in the employment is conditional and contingent upon the conditions specified in Paragraphs 1 and 2 of this letter (appearing above) as well as those in the paragraphs appearing below being fully satisfied. Any failure to so satisfy the requirements will result in immediate termination of your employment without the Company or you being required to take any further action towards the same and without any further liability on the Company.

You acknowledge that this offer letter, represents the entire agreement between you and the Company. Any verbal or written agreements/communications, promises or representations that are not specifically stated in this offer, are or will not be binding upon the Company.

In the event your employment continues, you shall be issued a signed appointment letter. Issuance of such appointment letter is at the sole discretion of the Company and unless such appointment letter is issued, it shall be deemed that no employment is offered to you and you will not be entitled for any further claims on the Company.

The detailed terms and conditions of your employment will be as per the appointment letter, which will be issued to you subject to the terms and conditions as mentioned herein above. Your date of joining and work location will be intimated to you at the time of issuance of the appointment letter.

This offer is subject to Pune jurisdiction. The courts located in Pune alone shall have the exclusive jurisdiction to entertain any dispute related to this offer.

We hope to have you working with us soon and looking forward to a positive and rewarding experience. Thank you once again for your interest in our organization.

Thanks & Regards,



Adarsh Krishna
Head - Global Recruitment Cell

If you agree with the above conditions, please indicate your acceptance by signing the second copy of this letter and return it to our office.

I accept the offer subject to the terms and conditions outlined herein above.


Signature

Registered Office: B-101 to 104, Delphi, Hiranandani Business Park, Powai, Mumbai - 400 076, India.
T.: +91 22 6704 6402


Principal Incharge
St. Mira's College for Girls, Pune.



I have received the letter of
Interest

Adarsh

Annexure A - Remuneration Details

Name : *Andrea Nathan*
Designation: Officer - KPO
Grade: E0

Compensation Components	Monthly (Rs.)	Annual (Rs.)
Salary & Allowances		
Basic Salary	5260	63120
House Rent Allowance	2630	31560
Bonus	2000	24000
Special Allowance	2133	25596
Conveyance Allowance	600	7200
Total Salary & Allowances (A)	12623	151476
Company's Contribution to Provident Fund (PF) (B)	1127	13524
Total Cost To Company C = (A+B)	13750	165000 ✓

Notes:

- (1) Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.
- (2) Company's Contribution to PF is @ 12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 1800/- per month whichever is lower.
- (3) The Salary allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (5) As per the Company policy, you will be covered under a company provided Medical Insurance.

Adarsh Krishna
Head - Global Recruitment Cell



JK
Principal Incharge
St. Mira's College for Girls, Pune.

Date: July 19, 2017

Ref: LTI/HR/Campus/2018

Name: Ankita Roopner

College: St. Mira's College For Girls, Pune

OFFER OF EMPLOYMENT

Dear Ankita Roopner,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.




Principal Incharge
St. Mira's College for Girls, Pune.

ANNEXURE-2

LTI-Eligibility Criteria for Non-Engineering Candidates- 2018 Batch	
Qualification	BSC,BCA,BCS
Branches:	Computer Science/Information Technology/Information science and Electronics
Age Criteria: As on 1st July of Passing year (2018)	Less than 23 years
Academic Gap:	No Academic gap allowed during/middle of the course for SSC, Diploma/HSC, Graduation
Course must complete in:	3 years
SSC, HSC, Diploma (if applicable) Percentages / CGPA:	55% & Above OR Equivalent CGPA NOTE: SSC /HSC should have cleared in FIRST ATTEMPT only. Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. For candidates pursuing HSC and Diploma(both),marks scored in the Diploma degree will be taken into consideration.
Graduation Percentages/CGPA:	Aggregate of 55% & Above <u>OR</u> Equivalent CGPA Aggregate of all semesters AND all appeared subjects(irrespective of the University rule)
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation)	Reattempts/Backlogs <u>are allowed</u> . There is no constraint on the count of Reattempts/Backlogs. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course.
Nature of Course:	All Full Time courses Only
Year of Passing:	2018 SUMMER Graduates Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, LTI reserves right to revoke this 'Offer of Employment' without any notice.




Principal Incharge
St. Mira's College for Girls, Pune.

Date: July 19, 2017

Ref: LTI/HR/Campus/2018

Name: Isha Trakroo

College: St. Mira's College For Girls, Pune

OFFER OF EMPLOYMENT

Dear Isha Trakroo,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



Jh
Principal Incharge
St. Mira's College for Girls, Pune.

ANNEXURE-1

Name : Isha Trakroo	Date : July 19, 2017	
Salary Grade : AT		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
<u>MONTHLY REMUNERATION</u>		
Basic		10,000
House Rent Allowance (H.R.A.)		3,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		747
Meal Allowance		1,210
Sub- Total (A)	213,684	17,807
<u>DEFERRED BENEFITS</u>		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	233,856	19,488
Variable Pay	10,000	
Mediclaime Premium	4,140	
Grand Total	248,000	

Notes:

- Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- H.R.A. will be deducted for accommodation (if any) provided by the Company.
- You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
- The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
- The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

Medical Insurance:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.



Jh

Principal Incharge
St. Mira's College for Girls, Pune.

Dear Farhana Pappa

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of 'Technical Support Associate' in **Band 5, Level 1** with Mphasis ITO SD at a CTC of INR 1,80,000/- ✓

As you are currently in your last semester and are gearing up 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:

1. Your clearance of all back papers if any before joining Mphasis.
2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to Mphasis at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

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, for business contingencies.

Mphasis intends to onboard 2017-18 hires anytime between June 2018 to Mar 2019.

Yours Sincerely

For Mphasis



HR – Campus Hiring



Principal Incharge
St. Mira's College for Girls, Poona.

Mphasis Limited,

EON Cluster C, Kharadi Infrastructure Pvt. Ltd - SEZ, Plot No 1, Survey 77, MIDC, Kharadi, Pune - 411014 | T: +91 20 6617 0000, 6617 3000 | F: +91 20 6617 0902

Registered Office: Bagmane World Technology Centre, Marathalli Outer Ring Road, Doddanakhundi Village, Mahadevapura, Bangalore 560 048, India.
T: +91 080 3352 5000 | F: +91 080 6695 9943 | CIN: I30007KA1992PLC025294

Dear Tanya Sharma

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of 'Technical Support Associate' in Band 5, Level 1 with Mphasis ITO SD at a CTC of INR 1,80,000/-

As you are currently in your last semester and are gearing up 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:

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- Being a flat, open and communicative organization
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2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to Mphasis at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

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Mphasis intends to onboard 2017-18 hires anytime between June 2018 to Mar 2019.

Yours Sincerely

For Mphasis


HR - Campus Hiring

Mphasis Limited,
EON Cluster C, Kharadi Infrastructure Pvt. Ltd - SEZ, Plot No 1, Survey 77, MIDC, Kharadi, Pune - 411014 | T: +91 20 6617 0000, 6617 9999
Registered Office: Bagmane World Technology Centre, Marathalli Outer Ring Road, Doddanahundi Village, Mahadevapura, Bangalore 560 048, India
T: +91 080 3352 5000 | F: +91 080 6695 9943 | CIN: L30007KA1992PLC025294


Principal Incharge
St. Mira's College for Girls, Pune.

www.mphasis.com



Dear Ambika Singh

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of 'Technical Support Associate' in Band 5, Level 1 with Mphasis ITO SD at a CTC of INR 1,80,000/-

As you are currently in your last semester and are gearing up 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:

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- Being a flat, open and communicative organization
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Please note that this serves as a good-faith letter of intent. It is contingent upon:

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2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to Mphasis at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

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Mphasis intends to onboard 2017-18 hires anytime between June 2018 to Mar 2019.

Yours Sincerely

For Mphasis


HR - Campus Hiring




Principal Incharge
St. Mira's College for Girls, Pune.

Mphasis Limited,

EON Cluster C, Kharadi Infrastructure Pvt. Ltd - SEZ, Plot No.1, Survey 77, MIDC, Kharadi, Pune - 411014 | T: +91 20 6817 0000, 6617 3000 | F: +91 20 6617 0902
Registered Office: Bagmane World Technology Centre, Marathalli Outer Ring Road, Doddanakhundi Village, Mahadevapura, Bangalore 560 048, India.
T: +91 080 3352 5000 | F: +91 080 6695 9943 | CIN: L30007KA1902PLC025294

Dear Neha Pawar

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of 'Technical Support Associate' in Band 5, Level 1 with Mphasis ITO SD at a CTC of INR 1,80,000/-

As you are currently in your last semester and are gearing up 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:

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- Being a flat, open and communicative organization
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Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to Mphasis at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

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Yours Sincerely

For Mphasis



HR - Campus Hiring



Principal Incharge
St. Mira's College for Girls, Pune.



Dear Ravina Raviendra Sahaar

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below.

You will be offered the position of ~~Trainee~~ Junior Knowledge Specialist in Band 5, Level 1 with Mphasis BPO at a CTC of INR 1,20,000/-

As you are currently in your last semester and are gearing up 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:

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- 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:

1. Your clearance of all back papers if any before joining Mphasis.
2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to Mphasis at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

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, for business contingencies.

Mphasis intends to onboard 2017-18 hires anytime between June 2018 to Mar 2019

Yours Sincerely

For Mphasis

HR - Campus Hiring



Principal Incharge
St. Mira's College for Girls, Pune.

Mphasis Limited,
EON Cluster C, Kharadi Infrastructure Pvt. Ltd. - 5CZ, Plot No 1, Survey 77, MIDC, Kharadi, Pune - 411014 IT. +91 20 6617 0000. Ed 17 3000 IT. +91 20 6617 0012
Registered Office: Begmane World Technology Centre, Marathalli Outer Ring Road, Duddanankhundi Village, Mahadivapur, Bangalore 560 048. InFa
T. +91 080 3112 5000 IT. +91 080 6695 9943 IT. CIN: L30007KA1992PLC011294

www.mphasis.com

Dear Niketa Deepak Gond

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of ~~Trainee~~ Junior Knowledge Specialist Band 5, Level 1 with Mphasis BPO at a CTC of INR ₹ 20,000/-

As you are currently in your last semester and are gearing up 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

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2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to Mphasis at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

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, for business contingencies.

Mphasis intends to onboard 2017-18 hires anytime between June 2018 to Mar 2019.

Yours Sincerely

For Mphasis



HR - Campus Hiring



Dear Aechona Anand Gangawane

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of ~~Trainee~~ Junior Knowledge Specialist in Band 5, Level 1 with Mphasis BPO at a CTC of INR 1,70,000/-

As you are currently in your last semester and are gearing up 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:

1. Your clearance of all back papers if any before joining Mphasis.
2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to **Mphasis** at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

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, for business contingencies.

Mphasis intends to onboard 2017-18 hires anytime between June 2018 to Mar 2019.

Yours Sincerely

For Mphasis



HR – Campus Hiring




Principal Incharge
St. Mira's College for Girls, Pune.

Mphasis Limited,

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Registered Office: Bagmane World Technology Centre, Marathalli Outer Ring Road, Doddanakhundi Village, Mahadevapura, Bangalore 560 048, India.
T: +91 080 3352 5000 | F: +91 080 6695 9943 | CIN: L30007KA1902PLC025294

01-Feb-2018

Dear Swetha L,
BBA CA, Business Administration With Computer Application
St. Mira's College for Girls



Candidate ID – 11362743

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.240,982/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

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



Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature :

Date:




Principal Incharge
St. Mira's College for Girls.

Annexure A

Name: Swetha L

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6,500	78,000
2	Company's contribution of PF #	780	9,360
3	Advance Statutory Bonus***	2,000	24,000
4	Special Allowance*	5,206	62,472
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	556	6,672
6	Incentive Indication (per annum)**		12,000
Annual Total Compensation			192,504
Company's contribution towards benefits (Medical, Accident and Life Insurance)			16,000
Gratuity			3,750
Annual Total Remuneration			212,254

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant. Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details



01-Feb-2018

Dear Kairavi Gupta,
BCA, Information Technology
St. Mira's College for Girls



Candidate ID – 11362729

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.240,982/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

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



Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature :

Date:




Principal Incharge
St. Mira's College for Girls, Pune.

Annexure A

Name: Kairavi Gupta

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6,500	78,000
2	Company's contribution of PF #	780	9,360
3	Advance Statutory Bonus***	2,000	24,000
4	Special Allowance*	5,206	62,472
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	556	6,672
6	Incentive Indication (per annum)**		12,000
Annual Total Compensation			192,504
Company's contribution towards benefits (Medical, Accident and Life Insurance)			16,000
Gratuity			3,750
Annual Total Remuneration			212,254 ✓

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

- Floating Medical Insurance Coverage
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- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
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3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant. Login to <https://onecognizant.cognizant.com> -> Total Rewards App for more details

Off. Office: 115/535, Old Mahabalipuram Road, Okkiam Thorapakkam, Chennai - 600 097

Principal Incharge
St. Mira's College for Girls, Pune.



01-Feb-2018

Dear Rashmi Kumari,
BCA, Commerce With Computer Application
St. Mira's College for Girls



Candidate ID – 11362712

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.240,982/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature :

Date:




Principal Incharge
St. Mira's College for Girls, Pune.

Annexure A

Name: Rashmi Kumari

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6,500	78,000
2	Company's contribution of PF #	780	9,360
3	Advance Statutory Bonus***	2,000	24,000
4	Special Allowance*	5,206	62,472
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	556	6,672
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Annual Total Compensation			192,504
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Annual Total Remuneration			212,254 ✓

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

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- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
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2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant. Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thorepakkam, Chennai - 600 097

Principal Incharge
St. Mira's College for Girls, Pune.





Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 1/17/2018

Ref No: HR/Campus/20181598

Ms. Renuka Ajit Patil
St Mira's College for Girls

Letter of Intent ("LOI")

Dear Renuka,

With reference to your interview conducted by us at Pratibha College, Pune, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/Institute for award of the degree/diploma subject to the minimum passing percentage/grade/rank/class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.




Principal Incharge
St. Mira's College for Girls, Pune.

ANNEXURE 1

Renuka Ajit Patil

Associate and A3

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,10,000/- (Rupees Two Lakhs Ten Thousand only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: _____
Candidate Name: Renuka Ajit Patil
Date: _____




Principal Incharge
St. Mira's College for Girls, Pune.



Date: July 19, 2017

Ref: LTI/HR/Campus/2018

Name: Kusum Choudhary

College: St. Mira's College For Girls, Pune

OFFER OF EMPLOYMENT

Dear Kusum Choudhary,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs.2,48,000/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



Principal Incharge
St. Mira's College for Girls, Pune.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfortech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date




Principal Incharge
St. Mira's College for Girls, Pune.

ANNEXURE-1

Name : Kusum Choudhary		Date : July 19, 2017
Salary Grade : AT		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
<u>MONTHLY REMUNERATION</u>		
Basic		10,000
House Rent Allowance (H.R.A.)		3,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		747
Meal Allowance		1,210
Sub- Total (A)	213,684	17,807
<u>DEFERRED BENEFITS</u>		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	233,856	19,488
Variable Pay	10,000	
Mediclaime Premium	4,140	
Grand Total	248,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance: The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p>		




Principal Incharge
St. Mira's College for Girls, Pune.

Date: July 19, 2017

Ref: LTI/HR/Campus/2018

Name: Swaranjali Nagilla

College: St. Mira's College For Girls, Pune

OFFER OF EMPLOYMENT

Dear Swaranjali Nagilla,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.




Principal Incharge
St. Mira's College for Girls, Pune.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date




Principal Incharge
St. Mira's College for Girls, Pune.

ANNEXURE-1

Name : Swaranjali Nagilla		Date : July 19, 2017
Salary Grade : AT		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
<u>MONTHLY REMUNERATION</u>		
Basic		10,000
House Rent Allowance (H.R.A.)		3,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		747
Meal Allowance		1,210
Sub- Total (A)	213,684	17,807
<u>DEFERRED BENEFITS</u>		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	233,856	19,488
Variable Pay	10,000	
Mediclaime Premium	4,140	
Grand Total	248,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance:</p> <p>The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p>		



Principal Incharge
St. Mira's College for Girls, Pune.



Date: July 19, 2017

Ref: LTI/HR/Campus/2018

Name: Sushma Nagilla

College: St. Mira's College For Girls, Pune

OFFER OF EMPLOYMENT

Dear Sushma Nagilla,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



Principal Incharge
St. Mira's College for Girls, Pune.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date




Principal Incharge
St. Mira's College for Girls, Pune.

ANNEXURE-1

Name : Sushma Nagilla		Date : July 19, 2017
Salary Grade : AT		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
<u>MONTHLY REMUNERATION</u>		
Basic		10,000
House Rent Allowance (H.R.A.)		3,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		747
Meal Allowance		1,210
Sub- Total (A)	213,684	17,807
<u>DEFERRED BENEFITS</u>		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	233,856	19,488
Variable Pay	10,000	
Mediclaime Premium	4,140	
Grand Total	248,000	

Notes:

- Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- H.R.A. will be deducted for accommodation (if any) provided by the Company.
- You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
- The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
- The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

Medical Insurance:

The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.



[Signature]
Principal Incharge-
St. Mira's College for Girls, Poona

Date: July 19, 2017

Ref: LTI/HR/Campus/2018

Name: Komal Pawar

College: St. Mira's College For Girls, Pune

OFFER OF EMPLOYMENT

Dear Komal Pawar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



Principal Incharge
St. Mira's College for Girls, Pune.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltininfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date



Principal Incharge
St. Mira's College for Girls, Pune.

ANNEXURE-1

Name : Komal Pawar		Date : July 19, 2017
Salary Grade : AT		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
MONTHLY REMUNERATION		
Basic		10,000
House Rent Allowance (H.R.A.)		3,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		747
Meal Allowance		1,210
Sub- Total (A)	213,684	17,807
DEFERRED BENEFITS		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	233,856	19,488
Variable Pay	10,000	
Mediclaime Premium	4,140	
Grand Total	248,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance: The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p>		




Principal Incharge
St. Mira's College for Girls, Pune.

Date: July 19, 2017

Ref: LTI/HR/Campus/2018

Name: Sayli Kunjir

College: St. Mira's College For Girls, Pune

OFFER OF EMPLOYMENT

Dear Sayli Kunjir,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

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2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



Jh

Principal Incharge
St. Mira's College for Girls, Pune.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfortech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date




Principal Incharge
St. Mira's College for Girls, Pune.

ANNEXURE-1

Name : Sayli Kunjir		Date : July 19, 2017
Salary Grade : AT		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
<u>MONTHLY REMUNERATION</u>		
Basic		10,000
House Rent Allowance (H.R.A.)		3,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		747
Meal Allowance		1,210
Sub- Total (A)	213,684	17,807
<u>DEFERRED BENEFITS</u>		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	233,856	19,488
Variable Pay	10,000	
Mediclaime Premium	4,140	
Grand Total	248,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance:</p> <p>The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p>		




Principal Incharge
St. Mira's College for Girls, Pune.

Date: July 19, 2017

Ref: LTI/HR/Campus/2018

Name: Pooja Pandey

College: St. Mira's College For Girls, Pune

OFFER OF EMPLOYMENT

Dear Pooja Pandey,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

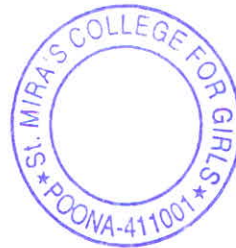
Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date



Principal Incharge
St. Mira's College for Girls, Pune.

ANNEXURE-1

Name : Pooja Pandey		Date : July 19, 2017
Salary Grade : AT		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
<u>MONTHLY REMUNERATION</u>		
Basic		10,000
House Rent Allowance (H.R.A.)		3,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		747
Meal Allowance		1,210
Sub- Total (A)	213,684	17,807
<u>DEFERRED BENEFITS</u>		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	233,856	19,488
Variable Pay	10,000	
Mediclaime Premium	4,140	
Grand Total	248,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance:</p> <p>The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p>		



JB

Principal Incharge
St. Mira's College for Girls, Pune.

01-Feb-2018

Dear Sarita Ramchandra Lamani,
BSc, Computer Science
St. Miras College for Girls



Candidate ID – 11362633

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.240,982/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

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



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:



Principal Incharge
St. Mira's College for Girls, Pune.

Annexure A

Name: Sarita Ramchandra Lamani

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6,500	78,000
2	Company's contribution of PF #	780	9,360
3	Advance Statutory Bonus***	2,000	24,000
4	Special Allowance*	5,206	62,472
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	556	6,672
6	Incentive Indication (per annum)**		12,000
Annual Total Compensation			192,504
Company's contribution towards benefits (Medical, Accident and Life Insurance)			16,000
Gratuity			3,750
Annual Total Remuneration			212,254 ✓

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant. Login to <https://onecognizant.cognizant.com> -> Total Rewards App for more details.

Regd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Principal Incharge
St. Mira's College for Girls, Pune.



01-Feb-2018

Dear Anshum Duppada,
BSc, Computer Science
St. Miras College for Girls



Candidate ID – 11362684

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**. ✓

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.240,982/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethovandu

Global Head-Talent Acquisition

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

Signature :

Date:



Principal Incharge
St. Mira's College for Girls, Pune.

Annexure A

Name: Anshum Duppada

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6,500	78,000
2	Company's contribution of PF #	780	9,360
3	Advance Statutory Bonus***	2,000	24,000
4	Special Allowance*	5,206	62,472
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	556	6,672
6	Incentive Indication (per annum)**		12,000
Annual Total Compensation			192,504
Company's contribution towards benefits (Medical, Accident and Life Insurance)			16,000
Gratuity			3,750
Annual Total Remuneration			212,254 ✓

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant. *Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details*

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoopakkam, Chennai - 600 097


Principal Incharge
St. Mira's College for Girls, Pune.



01-Feb-2018

Dear Shivani Jitendra Soni,
BSc, Computer Science
St. Mira's College for Girls



Candidate ID – 11362763

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.240,982/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:



Principal Incharge
St. Mira's College for Girls, Pune.

Annexure A

Name: Shivani Jitendra Soni

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6,500	78,000
2	Company's contribution of PF #	780	9,360
3	Advance Statutory Bonus***	2,000	24,000
4	Special Allowance*	5,206	62,472
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	556	6,672
6	Incentive Indication (per annum)**		12,000
Annual Total Compensation			192,504
Company's contribution towards benefits (Medical, Accident and Life Insurance)			16,000
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Annual Total Remuneration			212,254 ✓

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
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- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
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PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

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Principal Incharge
St. Mira's College for Girls, Pune.





HRD/2T/12202192/18-19

Ms. Sujata Shyambir Singh Chauhan
Candidate ID: 12202192
B-25, Flat No: 302
Bt Kawde Road
Pune - 411001
Maharashtra
India
Ph: (91) 83799 73489

August 09, 2018

Dear Sujata,

Congratulations! We are delighted to make you an offer as **Testing Executive - Trainee** and your role is **Operations Executive** in the **IT Operations** Career Stream.

Here are the terms and conditions of our offer:

Joining date

Your scheduled date of employment with us will be **September 10, 2018**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

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

Company Confidential - This communication is confidential between you and Infosys Limited.
Page 2 of 8




Principal Incharge
St. Mira's College for Girls, Pune.



This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP - Head HR

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name Location

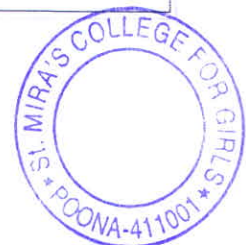
Enclosures: Annexure - I (Compensation)

Principal Incharge
St. Mira's College for Girls, Pune.



**ANNEXURE -I
(Compensation)**

COMPENSATION DETAILS (All figures in INR. per month)				
NAME	Ms. Sujata Shyambir Singh Chauhan			
ROLE	Operations Executive			
ROLE DESIGNATION	Testing Executive - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				5580
FIXED DEARNESS ALLOWANCE (FDA)				1100
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance)				9442
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)				1269
MONTHLY GROSS SALARY				17,391
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				67
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of (Basic + FDA)				802
GRATUITY - 4.81% of (Basic + FDA)*				321
FIXED GROSS SALARY (1+2+3)				18,581
TOTAL GROSS SALARY				18,581
OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN (Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				





HRD/2T/12202107/16-19

Ms. Zeba Nazir Sayyed
Candidate ID: 12202107
228
New Khadki, Yerwada
Pune - 411006
Maharashtra
India
Ph: (91) 91756 35658

May 23, 2018

Dear Zeba,

Congratulations! We are delighted to make you an offer as **Testing Executive - Trainee** and your role is **Operations Executive** in the **IT Operations** Career Stream.

Here are the terms and conditions of our offer:

Joining date

Your scheduled date of employment with us will be **June 25, 2018**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

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

*Company Confidential - This communication is confidential between you and Infosys Limited.
Page 2 of 8*


Principal Incharge
St. Mira's College for Girls, Pune.





This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP - Head HR

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name Location

Enclosures: Annexure - I (Compensation


Principal Incharge
St. Mira's College for Girls, Pune.



**ANNEXURE -I
(Compensation)**

COMPENSATION DETAILS (All figures in INR. per month)				
NAME	Ms. Zeba Nazir Sayyed			
ROLE	Operations Executive			
ROLE DESIGNATION	Testing Executive - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	5580			
FIXED DEARNESS ALLOWANCE (FDA)	1100			
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance)	9442			
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1269			
MONTHLY GROSS SALARY	17,391			
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	67			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of (Basic + FDA)	802			
GRATUITY - 4.81% of (Basic + FDA)*	321			
FIXED GROSS SALARY (1+2+3)	18,581			
TOTAL GROSS SALARY	18,581			
OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN (Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				



01-Feb-2018

Dear Suman Ramnivas Sahu,
BSc, Computer Science
St. Miras College for Girls



Candidate ID – 11362696

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.240,982/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

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



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:



Principal Incharge@
St. Mira's College for Girls, Pune.





Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 1/17/2018

Ref No: HR/Campus/20181631

**Ms. Shalaka Kailas Tupe
St Mira's College for Girls**

Letter of Intent ("LOI")

Dear Shalaka,

With reference to your interview conducted by us at Pratibha College, Pune, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/Institute for award of the degree/diploma subject to the minimum passing percentage/grade/rank/class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.



Page 1 of 3

**Principal Incharge
St. Mira's College for Girls, Pune.**

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, any time at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring



Principal Incharge
St. Mira's College for Girls, Pune.





Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 1/17/2018

Ref No: HR/Campus/20181617

**Ms. Aishwarya Sreedharan Nair
St Mira's College for Girls**

Letter of Intent ("LOI")

Dear Aishwarya,

With reference to your interview conducted by us at Pratibha College, Pune, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/Institute for award of the degree/diploma subject to the minimum passing percentage/grade/rank/class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.




**Principal Incharge
St. Mira's College for Girls, Pune.**



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, any time at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Principal Incharge
St. Mira's College for Girls, Pune.



Dear Madhu Tejendra Kishore

Congratulations on clearing the preliminary interview. We would like to extend you a conditional offer for an appropriate position at Mphasis Ltd. Details of the offer for the said position is enumerated below:

You will be offered the position of Trainee Junior Knowledge Specialist in Band 5, Level 1 with Mphasis BPO at a CTC of INR 1,70,000/-

As you are currently in your last semester and are gearing up 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:

1. Your clearance of all back papers if any before joining Mphasis.
2. Your satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis.

We look forward to welcoming you to Mphasis at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

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, for business contingencies.

Mphasis intends to onboard 2017-18 hires anytime between June 2018 to Mar 2019.

Yours Sincerely

For Mphasis



HR - Campus Hiring



Principal Incharge
St. Mira's College for Girls, Pune.





Development Centre
(India) Private Limited

LETTER OF INTENT

Date: 15-01-2018

Name: SEEP BORA

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Customer Service Associate** on a **Fixed Term Employment** for term of **6 months at Pune** facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an **Offer Letter** duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the **company**) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of **Rs. 1,52,150 per annum**. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

Seep Bora



Development Centre
(India) Private Limited

You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to write to us on csrecruiting-pune@amazon.com

Yours sincerely,

For AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD

Arindam Ganguly
Sr. Site Lead

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

15/1/2018

Date

Principal Incharge
St. Mira's College for Girls, Pune.



Development Centre
(India) Private Limited

LETTER OF INTENT

Date: 15-Jan-2018

Name: Ravital Agarwarkar

Dear Ravital

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Customer Service Associate** at Pune facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an **Offer Letter** duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to receive Total Compensation of INR 187000, (Rupees one lakh eighty seven thousand only), payable as per the following structure:

1. Annual Base Pay of INR 158950, (Rupees one lakh fifty eight thousand nine hundred and fifty only) per annum payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise
2. Variable Pay of INR 28050, (Rupees twenty eight thousand and fifty only) per annum, payable on quarterly basis and subject to meeting performance levels as per the company standards and policy.

Your attention is drawn to make note that Variable Pay will be payable only upon successfully meeting the requirements as per company policy and also subject to (a) your continuing employment with Amazon on the date of payout.

The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.


Principal Incharge
St. Mira's College for Girls, Pune.



Development Centre
(India) Private Limited

LETTER OF INTENT

Date: 15 - Jan - 2018

Name: Varsha Parihar

Dear Varsha

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Customer Service Associate** at Pune facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an **Offer Letter** duly executed by the Company is issued to you before the expiry of the aforesaid 120 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the **company**) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to receive Total Compensation of INR 1,79,000/- (Rupees One Lakh Seventy Nine Thousand Only), payable as per the following structure:

1. Annual Base Pay of INR 1,52,150, (Rupees One Lakh Fifty Two Thousand One Fifty Only) per annum payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise
2. Variable Pay of INR 26,850, (Rupees Twenty Six Thousand Eight Fifty Only) per annum, payable on quarterly basis and subject to meeting performance levels as per the company standards and policy.

Your attention is drawn to make note that Deferred Bonus and Variable Pay will be payable only upon successfully meeting the requirements as per company policy and also subject to (a) your continuing employment with Amazon on the date of payout.

The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

Principal Incharge
St. Mira's College for Girls, Pune.