



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 2018-2019

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



XDBS Private Limited
611, Tower 1, WTC,
Kharadi, Pune – 411014
Tel: +91 8983 55 2424

XDBS/18-19/INT/4574

October 08, 2018

To,
Ms. Kajal Sahu

Subject: Offer Letter – Demand Generation Executive

Dear Ms. Sahu,

Pursuant to various discussions and interviews between us, it is our pleasure to offer you the position of **Demand Generation Executive** in the Operations Department at our Pune Corporate office. We believe that you will be a valuable asset to our company and will make significant contributions to the achievement of our goals. You will report to the Manager, who will be responsible for your performance reviews and will facilitate in your career development.

The appointment will be effective from **October 16, 2018** and you are requested to report at 10:00hrs in the office on this date. Your employment will be governed by XDBS's general employment terms which will be shared with you at the time of joining.

Please find the list of documents which need to be furnished at the time of your joining:

- A. 5 Passport size photographs
- B. ID Proof :- (Any one) - Driving License/ Voter's ID card/ Passport/Adhar Card
- C. PAN Card Copy or Form 49A
- D. Address Proof :- (Any One) - Ration Card/ Electricity Bill/ Adhar Card/ Driving License/ Passport
- E. Qualification Documents:-Xth, XIIth, Graduation, Post Graduation, Others
- F. Previous Experience :- (Last 2 companies, if applicable) - Appointment Letter, Relieving Letter, Last 3 month's salary slips.


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

XDBS Corporation
3501, Jack Northrop Avenue
Suite C3873, Hawthorne,
CA 90250. USA
(302) 566-3009
sales@xdbscorp.com

info@xdbscorp.com
<https://www.xdbscorp.com>





You are requested to sign, date and return this letter on or before October 09, 2018 failing to which would lead to cancellation of this offer with XDBS Private Limited.

We thank you for considering XDBS as a prospective employer and look forward to a long, successful and pleasant association with you.

Please feel free to get in touch in case of any clarifications.

Sincerely yours,
For, XDBS Private Limited

Upasna Khanduri
Director - Human Resource

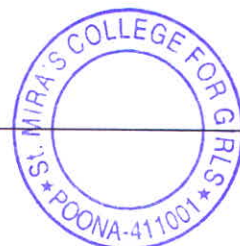
Acknowledgment & Acceptance

I have read and understood the terms and conditions mentioned above and hereby signify my acceptance of the same.

Signature

Date


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



Kajal Sahu - Demand Generation Executive

S.No.	Particulars	Amount	Remark
A	EARNINGS - FIXED COMPONENTS - MONTHLY		
1	Basic	Rs. 6,800	Monthly Bank Transfer - Payroll
2	HRA	Rs. 3,400	Monthly Bank Transfer - Payroll
3	Conveyance Allowance	Rs. 1,600	Monthly Bank Transfer - Payroll
4	Food Allowance	Rs. 800	Monthly Bank Transfer - Payroll
5	Management Allowance	Rs. 1,256	Monthly Bank Transfer - Payroll
6	PF - EMPLOYEERS CONTRIBUTION	Rs. 816	Employeers Contribution towards PF
7	Project Allowance	Rs. -	Monthly Bank Transfer - Payroll
8	Attendance Bonus	Rs. 2,000	Bonus linked to Attendance
9	Performance Linked Incentives (Variable)	Rs. 8,000	Based on Performance

B	OTHER BENEFITS COMPONENTS - MONTHLY		
1	Medical Reimbursement	Rs. -	Monthly Bank Transfer - Payroll
2	Car Running & Maintenance Charges	Rs. -	Monthly Bank Transfer - Payroll
3	Car Hire Charges	Rs. -	Monthly Bank Transfer - Payroll
4	Meal Voucher	Rs. -	Monthly Bank Transfer - Payroll
5	Gratuity	Rs. 328	As per the Gratuity Act
Sub Total (A+B)		Rs. 25,000.00	

C	DEDUCTION		
1	PF - EMPLOYERS CONTRIBUTION	Rs. 816	Employers Contribution towards PF
2	PF - EMPLOYEES CONTRIBUTION	Rs. 816	Employees Contribution towards PF
3	ESIC - EMPLOYERS CONTRIBUTION	Rs. -	Employees Contribution towards ESIC
4	ESIC - EMPLOYEES CONTRIBUTION	Rs. -	Employees Contribution towards ESIC
5	Gratuity	Rs. 328	As per the Gratuity Act
6	PROFESSIONAL TAX	Rs. 200	EmployeeS Contribution towards PT
TOTAL DEDUCTIONS		Rs. 2,160.00	

Monthly Gross (A+B-C)	Rs. 22,840.00
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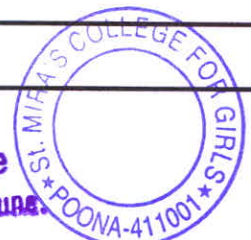
Particulars		Yearly Entitlement	
D	Leaves		
	You will be entitled to the following leaves per annum as per the Company rules		
	(1) Privilege leave	12	
	(2) Casual Leave / Sick Leave	12	
	Prior approval required for availing leave		Medical Certificate required for availing Sick Leave

E	Tax Deduction at Source Tax will be deducted at Source as per the rules applicable.
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F	Training Deposit: A fixed sum of Rs.5000/- from the payout of first 30 days will be retained as Training Deposit & the same shall be For example: If a candidate joins on 16th of September at the salary of (20000INR + Incentives) per month, the training deposit amount to be retained from Sep.16th – Oct. 15th is bifurcated as below: • 16th September to 30th Sep --- Rs.2500 **Please note: No refund of Training deposit shall be made in case the employee has failed to clear the Training Process Knowledge Test & the OJT Program or in case of voluntary or involuntary separation during the Training or OJT program.
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Your compensation is a confidential matter between you and the Organization.
Any breach of this confidentiality will be treated with seriousness

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



HR:BK:EF:CONT:19

8th May, 2019.

MS. AARYA KARTHA
A/5, Deepshikha CHS
Near Piramal Nagar, S V Road
Goregaon (W), Mumbai 400 102.

Dear Aarya,

Based on the discussions we had, we are pleased to offer you a **Specific Contractual Assignment** (hereinafter '*the Contract*') for services in **Forbes Marshall Private Limited** ("*the Company*") at our office in **P B # 29, Mumbai Pune Road, Kasarwadi, Pune 411 034** on the following terms and conditions with effect from **2nd May, 2019** ("Effective Date") and shall terminate at the end of the closing hours on **30th April, 2020**.

1. You will be paid an all inclusive amount of **Rs. 30,000/- p.m.** (Rupees Thirty Thousand only) ("*Direct Monthly Payment*"). You will not be eligible for any other benefits including Medical reimbursement etc.
2. All payments and/or benefits to you including the payment of the aforesaid Direct Monthly Payment shall be subject to such statutory deductions and/or withholdings by the Company, as may be required in terms of Indian taxes, and which shall be in accordance with the applicable laws of India, from time to time. The Company shall issue a certificate for the tax so deducted. Any personal or individual tax liabilities that arise any time in future due to change in interpretation of Income Tax rules shall be to your account entirely and the Company shall not be responsible for any such liability.



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

Forbes Marshall Private Limited

Regd. Office: A-34/35, MIDC H Block, Pimpri, Pune 411 018. Tel: +91 20 27442020 / 39851100, Fax: +91 20 27442040

CIN No.: U28996PN1985PTC037806

Energy Conservation | Environment | Process Efficiency

www.forbesmarshall.com



MARKETSANDMARKETS

MarketsandMarkets
Research Private Limited

SEZ Unit (I) : Level - 5, Wing - B,
Tower IX, SEZ Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 28th Feb, 2019

To,
Megha Nijhon,
H-11, Rahul Society,
Lane C1, Koregaon Park,
PUNE 411001

Dear Megha Nijhon,

We are pleased to offer you the role of **Sub Editor** with MarketsandMarkets Research Pvt. Ltd. You will be part of the MarketsandMarkets team with an anticipated start date of 04th March, 2019.

The key terms and conditions of employment are as set out in this letter:

Location of work

Your initial place of work will be **Pune**, However, your services are transferable and you may be assigned, after reasonable notice (not more than 30 days), to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

Full time employment

You will be a full time employee of the Company. You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

Compensation

You will draw a cost to company of **INR 3,50,000** Per Annum break of which is attached. Your total compensation will comprise annual base salary, medical insurance, gratuity and provident fund contributions. The base pay, allowances, and reimbursements will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. The variable performance bonus is based on your performance against the goals & objectives defined by the Company and the Company's performance and such criteria as may be laid down through company policies from time to time.

A detailed break up of your compensation is attached as **Annexure 2**.

The company offers, Insurance covering hospitalization expenses of upto 150000 for Medical & upto 1000000 for Accidental as per defined as per Company medical insurance scheme.

Background checks:

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and this offer is conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer / or terminate employment at any time without cost.



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

Acceptance of our offer

Please acknowledge a copy of this Offer Letter as a token of your acceptance on or before 06.00 pm on 4th March, 2019 failing which this Offer Letter shall stand terminated automatically. Any inability on your part due to any reason whatsoever to join the Company on or before the Date of Joining should be reported to the contact persons as mentioned in Annexure 1, failing which the Company shall have the right to withdraw this Offer Letter at its discretion.

The Company is excited about your joining and looks forward to a beneficial and productive relationship.

Sincerely,



Sulakshana Patankar
Chief People Officer
On behalf of MarketsandMarkets Research Pvt Ltd

Declaration

I have carefully read and understood the terms of this agreement /offer letter including Annexure 1 and Annexure 2 and accept the same unconditionally. I agree to be bound by rules and regulations of the company as may be amended from time to time.

Agreed to and accepted:

Candidate's Name

Signature

Date




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



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20195117547/Vadodara/BPS/BPA
Date: 20/06/2019

Ms. Christina Gabriel Jokin
154 Mitranagar Narayan Dhore Chawl Bopodi Pune Bhau Patil Road
Akansha Bldg
Pune-411020
Maharashtra
Tel# -9545878341

Dear Ms. Christina Gabriel Jokin,

Sub: Letter of Offer and Terms of Traineeship

We thank you for exploring career opportunities with Tata Consultancy Services Limited . You have successfully completed our initial selection process and we are pleased to make you an offer of traineeship.

We are suitably impressed with your credentials and feel that your working with us will be mutually beneficial and rewarding. **We are pleased to inform you that you have been selected for the position of PROCESS ASSOCIATE in Grade BPO1 and your present posting will be at Vadodara . Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 2,65,379/- per annum. Annexure 1 provides a break-up of the compensation package.**

Kindly confirm your acceptance of this offer by proposing your date of joining and signing Annexure 2.

Your failure to accept the offer of the company within 7 days may lead to a presumption that you are not interested in working in the company and the offer will stand revoked automatically at the sole discretion of the company.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by the company. Joining formalities include a submission of a PAN Card and non submission of the same will delay your joining duty. The offer of employment is also subject to the individual being eligible and legally permissible to work such as having a valid work permit or not being disqualified from being appointed by any law.

TCSL Confidential

TATA CONSULTANCY SERVICES

TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000. e-mail corporate.office@tcs.com, website www.tcs.com

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



1

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



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the employment and this offer will be automatically withdrawn. Post acceptance of TCSL offer letter if you fail to join on the date provided in the TCSL joining letter, the offer will stand automatically terminated at the sole discretion of TCSL

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Limited

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services

Encl: Annexure 1: Benefits Gross Salary Sheet
Annexure 2: Acceptance



Click Here or use a QR code scanner from your mobile to validate the offer letter



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TATA CONSULTANCY SERVICES

TCS House Raveline Street Mumbai 400 001 India
Tel 91 22 6778 9999 Fax 91 22 6778 9000. e-mail corporate.office@tcs.com. website www.tcs.com
Registered Office: 9th Floor Narmal Building Nariman Point Mumbai-400 021.

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



GROSS SALARY SHEET

Annexure 2

Name	Christina Gabriel Jokin
Designation	PROCESS ASSOCIATE
Grade	BPO1

Table 1: Compensation Details (All Components in Rs)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	6,000	72,000
Bouquet Of Benefits #	11,938	1,43,257
2) Variable Compensation		
Monthly Variable Allowance	1,800	21,600
3) City Allowance	170	2,040
4) Annual Components/Retirals		
Medical Insurance	NA	4,000
Provident Fund(at 12% of Basic Salary)	720	8,640
Gratuity(at 4.81% of Basic Salary)	288	3,463
ESIC	865	10,379
Total of Annual Components & Retirals	1,874	26,482
TOTAL GROSS	21,782	2,65,379

Refer to Table 2 for TCSL defined Structure.

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

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

Component Category	Monthly	Annual
House Rent Allowance	2,100	25,200
Leave Travel Assistance	500	6,000
Food Coupons	1,700	20,400
Personal Allowance	7,638	91,657
GROSS BOUQUET OF BENEFITS	11,938	1,43,257

Please complete and return this sheet to HR executive, within 7 days of receiving this letter.

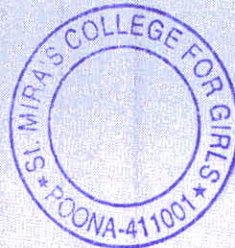
This is to confirm that I have received the letter on 20-06-2019 I hereby accept this offer and intend to join service on 03rd-07-2019.

Name: CHRISTINA JOKIN

Address: 154 MITRAWACAK NARAYAN DHORA BOPDI

Signature: PUNE 411020
Christina

Date: 21-06-2019.



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TCS House Ravelline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000 e-mail corporate.office@tcs.com website www.tcs.com

Registered Office: 9th Floor Nival Building Nariman Point Mumbai 400 021.

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



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195052766/Pune/BPS/BPA

Date:25/04/2019

Dear Ms. Krnaali Venkatachalam,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring career opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of employment.

This offer is based on your profile and performance in the selection process. **We are pleased to inform you that you have been selected for the position of Process Associate in Grade BPO1 at TCSL. Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 2,55,000/- per annum.**

Kindly confirm your acceptance on the position and compensation offered by proposing your date of joining and signing Annexure 1. If not accepted within 30 days of receipt, this offer is liable to lapse at the discretion of the company.

This is a provisional offer letter and should not be construed as an Offer of Employment from TCSL. A detailed offer of employment will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of Employment will be made to you provided this position continues to be available with TCS.

Your employment with TCSL is subject to your clearing our pre-employment medical tests and Background / Reference check. On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

TCS Confidential

TATA CONSULTANCY SERVICES

TCS House Ravelline Street Mumbai 400 001 and a

Tel 91 22 6778 9999 Fax 91 22 6778 9000. e-mail corporateoffice@tcs.com. website www.tcs.com

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



1

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



Yours Sincerely,

For Tata Consultancy Services Limited

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



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

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the Provisional Letter of Offer Ref No
TCSL/DT20195052766/Pune/BPS/BPA on _____(DD/MMM/YYYY).

Signature:

Name:

Date:



TCS Confidential

TATA CONSULTANCY SERVICES

TCS House, Raveline Street, Mumbai 400 001, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000. e-mail: corporate.office@tcs.com.

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

 2
Principal Incharge
St. Mira's College for Girls, Pune.



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195117561/Pune/BPS/BPA

Date:25/04/2019

Dear Ms. Manasi Vilas Sail,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring career opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of employment.

This offer is based on your profile and performance in the selection process. **We are pleased to inform you that you have been selected for the position of Process Associate in Grade BPO1 at TCSL. Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 2,55,000/- per annum.**

Kindly confirm your acceptance on the position and compensation offered by proposing your date of joining and signing Annexure 1. If not accepted within 30 days of receipt, this offer is liable to lapse at the discretion of the company.

This is a provisional offer letter and should not be construed as an Offer of Employment from TCSL. A detailed offer of employment will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of Employment will be made to you provided this position continues to be available with TCS.

Your employment with TCSL is subject to your clearing our pre-employment medical tests and Background / Reference check. On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

TCS Confidential

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TCS House, Baveline Street, Mumbai 400 001, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000. e-mail: corporate.office@tcs.com. website: www.tcs.com

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



1

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



Yours Sincerely,

For Tata Consultancy Services Limited

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



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

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the Provisional Letter of Offer Ref No
TCSL/DT20195117561/Pune/BPS/BPA on _____(DD/MMM/YYYY).

Signature:

Name:

Date:



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

TCS Confidential

TATA CONSULTANCY SERVICES

2



Offer: BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195117440/Vadodara/BPS/BPA

Date: 20/06/2019

Ms. Aditi Singh
Flat No 14, B9, Meera Nagar Society Koregaon Park
Lane 7
Pune-411001
Maharashtra
Tel# 91-7264892240

Dear Ms. Aditi Singh,

Sub: Letter of Offer and Terms of Traineeship

We thank you for exploring career opportunities with Tata Consultancy Services Limited . You have successfully completed our initial selection process and we are pleased to make you an offer of traineeship.

We are suitably impressed with your credentials and feel that your working with us will be mutually beneficial and rewarding. **We are pleased to inform you that you have been selected for the position of PROCESS ASSOCIATE in Grade BPO1 and your present posting will be at Vadodara . Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 2,65,379/- per annum. Annexure 1 provides a break-up of the compensation package.**

Kindly confirm your acceptance of this offer by proposing your date of joining and signing Annexure 2.

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

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



GROSS SALARY SHEET

Annexure 2

Name	Aditi Singh
Designation	PROCESS ASSOCIATE
Grade	BPO1

Table 1: Compensation Details (All Components in Rs)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	6,000	72,000
Bouquet Of Benefits #	11,938	1,43,257
2) Variable Compensation		
Monthly Variable Allowance	1,800	21,600
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GROSS BOUQUET OF BENEFITS	11,938	1,43,257

Please complete and return this sheet to HR executive, within 7 days of receiving this letter.

This is to confirm that I have received the letter on _____ . I hereby accept this offer and intend to join service on _____.

Name:

Address:

Signature:

Date:

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



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TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000. e-mail corporate.office@tcs.com, website www.tcs.com

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



XDBS Private Limited
611, Tower 1, WTC,
Kharadi, Pune – 411014
Tel: +91 8983 55 2424

XDBS/18-19/INT/4574

October 08, 2018

To,
Ms. PRAGNYA NAKIL

Subject: Offer Letter – Demand Generation Executive

Dear Ms. NAKIL,

Pursuant to various discussions and interviews between us, it is our pleasure to offer you the position of **Demand Generation Executive** in the Operations Department at our Pune Corporate office. We believe that you will be a valuable asset to our company and will make significant contributions to the achievement of our goals. You will report to the Manager, who will be responsible for your performance reviews and will facilitate in your career development.

The appointment will be effective from **October 16, 2018** and you are requested to report at 10:00hrs in the office on this date. Your employment will be governed by XDBS's general employment terms which will be shared with you at the time of joining.

Please find the list of documents which need to be furnished at the time of your joining:

- A. 5 Passport size photographs
- B. ID Proof :- (Any one) - Driving License/ Voter's ID card/ Passport/Adhar Card
- C. PAN Card Copy or Form 49A
- D. Address Proof :- (Any One) - Ration Card/ Electricity Bill/ Adhar Card/ Driving License/ Passport
- E. Qualification Documents:-Xth, XIIth, Graduation, Post Graduation, Others
- F. Previous Experience :- (Last 2 companies, if applicable) - Appointment Letter, Relieving Letter, Last 3 month's salary slips.

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





You are requested to sign, date and return this letter on or before October 09, 2018 failing to which would lead to cancellation of this offer with XDBS Private Limited.

We thank you for considering XDBS as a prospective employer and look forward to a long, successful and pleasant association with you.

Please feel free to get in touch in case of any clarifications.

Sincerely yours,
For, XDBS Private Limited

Upasna Khanduri
Director - Human Resource

Acknowledgment & Acceptance

I have read and understood the terms and conditions mentioned above and hereby signify my acceptance of the same.

Signature

Date



XDBS Corporation
3501, Jack Northrop Avenue
Suite C3873, Hawthorne,
CA 90250. USA
(302) 566-3009
sales@xdbscorp.com

info@xdbscorp.com
<https://www.xdbscorp.com>


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



iTEACH
SCHOOLS

Date: 14th March, 2019

To,
Deepali Motwani,
Pune, India.

Subject: Offer Letter for role of **Associate Teacher Consultant, iTeach Schools.**

Dear Deepali,

We are pleased to offer you a role of **Associate Teacher Consultant at iTeach Schools**, an initiative of iTeach Movement.

1. You will be based at our SVT Branch, Hadapsar, Pune, and report directly to the School Leader of that school.
2. Your consultancy period with us will begin on the **20th of May, 2019 till 30th April 2020** which can be extended or terminated on a one month notice period from both the sides.
3. Your consultancy charges will be **Rs. 15,900/- per month** (10% TDS will be applicable).
4. Your work timings will be for 6 hours from Monday to Saturday. The exact timings will be decided with the school leader. Apart from this you will have to be a part of the weekly team meetings every week for 2.5 hours post school.
5. You will primarily work with the students from the Bridge Year Program and assist in English and Maths instructions.

To keep your project work closely aligned with the mission and priorities of iTeach Schools, we will have 2 performance reviews within the first year - one at the end of 3 months, and the second at the end of year.

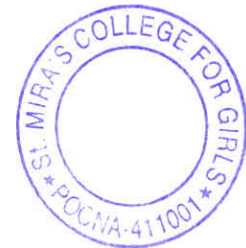
All other benefits, terms and conditions associated with this offer are as per the iTeach Schools Employee Manual. This offer is subject to the satisfactory submission of copies of the following documents:

- Graduate and post-graduate degree certificates
- Experience letter from your previous employer
- Salary slip from your previous employer
- PAN Card
- Aadhar Card
- Bank account details for NEFT salary transfer

As next steps, please sign, date and return a scanned copy of this letter to acknowledge your acceptance of this offer. We are eagerly looking forward to working with you, and would like to take this opportunity to wish you success in your future career with iTeach Schools.

Best,

Soumya Jain
Director and CEO,
iTeach Schools





I agree to accept consultancy on the terms and conditions above mentioned.

Place : _____ Name: _____

Date : _____ Sign: _____

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



28 March 2019

Rukhasar Shaikh
Flat No. 301, Clover Court
Opposite Sun and Sand Hotel Gugale Lane, Bund Gard
Maharashtra - 411001

Dear Rukhasar,

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 office of the Firm at any other place or city in India or outside India, or to any affiliate or associate entity of the Firm, 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 **3 June 2019**, 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. 75000/- (Rupees Seventy five thousand 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. 75000/- (Rupees Seventy five thousand 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.



This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Firm.

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 2019**, failing which, this offer stands automatically withdrawn by the Firm without any further notice to you.

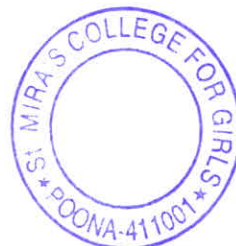
Yours sincerely,
for **KPMG**

Sangeetha Shagir
Manager- Human Resources

I am pleased to accept the offer contained above.

Rukhasar Shaikh


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





Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20195117555/Pune/BPS/BPA
Date:25/04/2019

Dear Ms. Disha Sanjay Kirpalani,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring career opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of employment.

This offer is based on your profile and performance in the selection process. **We are pleased to inform you that you have been selected for the position of Process Associate in Grade BPO1 at TCSL. Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 2,55,000/- per annum.**

Kindly confirm your acceptance on the position and compensation offered by proposing your date of joining and signing Annexure 1. If not accepted within 30 days of receipt, this offer is liable to lapse at the discretion of the company.

This is a provisional offer letter and should not be construed as an Offer of Employment from TCSL. A detailed offer of employment will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of Employment will be made to you provided this position continues to be available with TCS.

Your employment with TCSL is subject to your clearing our pre-employment medical tests and Background / Reference check. On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

TCS Confidential

TATA CONSULTANCY SERVICES LIMITED
Principal Incharge

TCS House Ravinagar, 4th Floor, Ravinagar, Pune-411004, India
St. Mira's College for Girls, Pune.



1



Yours Sincerely,

For Tata Consultancy Services Limited

Rustom Beheram Sigamoria
Head Talent Acquisition, TCS Business Process Services



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

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the Provisional Letter of Offer Ref No
TCSL/DT20195117555/Pune/BPS/BPA on _____ (DD/MMM/YYYY).

Signature:

Name:

Date:



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



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20195078136/Pune/BPS/BPA
Date:25/04/2019

Dear Ms. Nivedita Avinash Dodeja,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring career opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of employment.

This offer is based on your profile and performance in the selection process. **We are pleased to inform you that you have been selected for the position of Process Associate in Grade BPO1 at TCSL. Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 2,55,000/- per annum.**

Kindly confirm your acceptance on the position and compensation offered by proposing your date of joining and signing Annexure 1. If not accepted within 30 days of receipt, this offer is liable to lapse at the discretion of the company.

This is a provisional offer letter and should not be construed as an Offer of Employment from TCSL. A detailed offer of employment will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of Employment will be made to you provided this position continues to be available with TCS.

Your employment with TCSL is subject to your clearing our pre-employment medical tests and Background / Reference check. On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Principal Incharge

St. Mira's College for Girls, Pune.



TCS Confidential

TATA CONSULTANCY SERVICES

TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000. e-mail corporate.office@tcs.com, website www.tcs.com

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



Yours Sincerely,

For Tata Consultancy Services Limited

Rustom Beheram Sigampania
Head Talent Acquisition, TCS Business Process Services



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

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the Provisional Letter of Offer Ref No **TCSL/DT20195078136/Pune/BPS/BPA** on _____ (DD/MMM/YYYY).

Signature:

Name:

Date:

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



28 February 2019

Paromita Sanyal
B-103 Shanti Vihar, Tempo chowk
Wadgoan Sheri pune
Maharashtra - 411014

Dear Paromita,

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 office of the Firm at any other place or city in India or outside India, or to any affiliate or associate entity of the Firm, 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 **3 June 2019**, 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. 75000/- (Rupees Seventy five thousand 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. 75000/- (Rupees Seventy five thousand 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.



This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Firm.

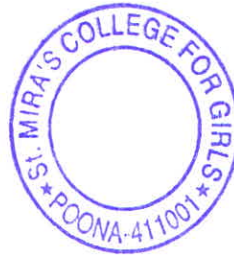
If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Firm on or before **1 March 2019**, failing which, this offer stands automatically withdrawn by the Firm without any further notice to you.

Yours sincerely,
for **KPMG**

Sangeetha Shagir
Manager- Human Resources

I am pleased to accept the offer contained above.

Paromita Sanyal




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.

Date: August 1, 2018

Ref: LTI/HR/Campus/2019

Name: Anisha Deepchandani

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

OFFER OF EMPLOYMENT

Dear Anisha Deepchandani,

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

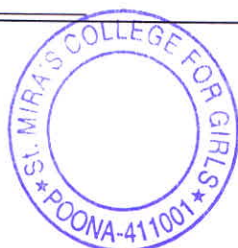
Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.




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

ANNEXURE-2

Eligibility Criteria for Non Engineering Candidates- 2019 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:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No year drop allowed.
Course must complete in:	3 years
SSC, HSC , Diploma (if applicable) Percentages / CGPA:	50% & Above OR Equivalent CGPA NOTE: • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> 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 course will be taken into consideration.
Graduation,Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA Aggregate of all semesters AND all appeared subjects(irrespective of the University rule) Provisional/Passing Certificate must state First class
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation,Post Graduation)	<ul style="list-style-type: none"> • No active/live backlogs allowed at the time of the interview process • Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTS/Backlogs/Arrears and re-attempts due to absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as Re- attempt/ATKT/Backlog/Arrear. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester of any course</u> • Any <u>pending</u> Re-attempts/ATKTs/Backlogs/Arrears in the <u>current course</u> (obtained after the interview process) must be attempted and cleared with the final semester examinations
Nature of Course:	All Full Time courses Only
Year of Passing:	2019 SUMMER pass outs 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
<p><u>Self Declaration :</u></p> <ol style="list-style-type: none"> 1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above. 2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above. 3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement. 4. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement. 5. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months. (If found so, LTI may take immediate action and cancel the candidature at ANY stage) 	
Signature:	_____
Name:	_____
Mobile No:	_____
College Name :	_____
Today's Date:	_____





Offer: Computer Consultancy
Ref: TCSL/DT20184969911/Pune
Date: 25/02/2019

Ms. Fathima Asraf Ali Shaikh
Mazi Sainik Nagar, Sr No 154/2Plot No 10,
Near Ram Mandir,
Pune-411006,
Maharashtra.
Tel# 91-7798845927

Dear Fathima Asraf Ali Shaikh,

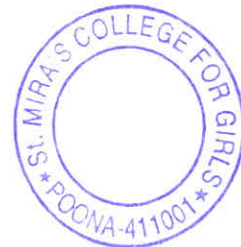
Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



TCS Confidential
TCSL/DT20184969911

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com


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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹7,100/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹2,840/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,400/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TCS Confidential
TCSL/DT20184969911

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



2

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



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

TCS Confidential
TCSL/DT20184969911

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com


Principal Incharge
St. Mira's College for Girls, Pune¹⁷





Offer: Computer Consultancy
Ref: TCSL/DT20184972620/Pune
Date: 25/02/2019

Ms. Avniba Dilubha Chudasma
46/6,Pawar BaugB.T Kawade Road,
Post Mundhwa,
Pune-411036,
Maharashtra.
Tel# 91-8087840112

Dear Avniba Dilubha Chudasma,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184972620

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune-411 006 India
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Jaysh 1
Principal Incharge
St. Mira's College for Girls, Pune.





COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹7,100/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹2,840/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,400/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TCS Confidential
TCSL/DT20184972620

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Jayesh
Principal Incharge 2
St. Mira's College for Girls, Pune.





(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

TCS Confidential
TCSL/DT20184972620

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirnal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

17





Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Date: April 1, 2019

Ref No: HR/Campus/LO201971550/1

Sayali Anand Chavan
ST. MIRAS COLLEGE FOR GIRLS PUNE

Letter of Intent ("LOI")

Dear Sayali Anand Chavan,

With reference to your interview conducted by us at **PCCOE & Ravet**, 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 and 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 during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the PROPEL (Pre-Onboarding Platform for Engagement and Learning) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. This will help you prepare effectively for the technical trainings you will be imparted upon joining.




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

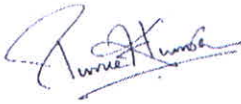
ANNEXURE 1

Sayali Anand Chavan

Associate and A3

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,50,000/- (Rupees Two Lakhs Fifty 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.

For & On Behalf of Capgemini



Puneet Kumra
Head - Fresher Hiring

Signature: _____

Candidate Name: **Sayali Anand Chavan**

Date: _____




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

CONFIDENTIAL

April 29, 2019

To,

Anjali Shah
11365768

D.T Shahani Road, .
Bhansali Bunglow.,
400053 - Pune.

LETTER OF APPOINTMENT

Dear Anjali,

We are pleased to offer you employment with Vodafone India Services Private Limited (the "Company") appointing you as **Trainee**. Your employment with the Company will be effective from **April 29, 2019**. This position will place you in **Band I** of the Company.

1. Place of posting

You shall be posted in the, Pune EON of the Company located at Pune until further notice from the Company

However, your services are transferable, and you may be assigned to any other department, function location or to a company under the same management or same principals, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.

2. Annual Compensation

Your Total Target Cash (TTC) is **300,000**. Below are details for your reference. Please refer to the Annexure for a detailed breakup of your TTC.

- a) Total Fixed Pay – **INR 272,727**. This includes your Basic Salary, Allowances namely House Rent Allowance, Management Allowance, Leave Travel Assistance any other allowance as applicable and Provident Fund.
- b) Target Variable Pay – **INR 27,273**. You will be covered under the Global Short Term Incentive Plan of the Company which is a Performance-linked Plan.

Your Target Variable Pay is **10%** of your Total Fixed Pay per annum.

The actual payout will be subject to the performance of the Company and your individual performance, as set out in the applicable Variable Pay Plan and your continued employment with the Company on the date of payout.

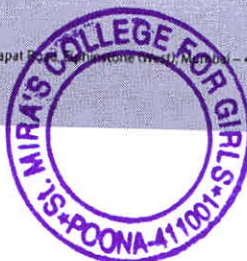
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Confidentiality: C2 - Vodafone Internal

Vodafone India Services Private Limited
Business@Mantri, Tower A, 3rd to 4th Floor,
Wing A1&A2 and Tower B, 4th Floor, Wing B1&B2,
Survey No.197, Hissa No. 2+4 to 7B, Nagar Road,
Lohegaon, Pune-411014.

T (+91) 020 71270001
vodafone.com

Registered Office: Indiabulls Finance Centre, 1201, 12th Floor, Tower - 1, Senapati Bapat Road, Pune - 400013 Corporate Identity No. - U64201MH1999PTC294960



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

Anjali Shah
Letter of Appointment Dated April 29, 2019

: 2:

- c) Your compensation will be subject to the applicable tax rules and regulations.
- d) You will be eligible for Gratuity as per the applicable Statute and other Benefits as per Company Policy. For details please refer to the Annexure.
- e) Management Allowance and Variable Pay are inclusive of any Statutory Bonus that may be payable to you (if any, and as applicable under statute).

3. Proof of Age, address, personal details & change in such particular

You will be required to produce satisfactory proof of age, address other personal details at the time of commencement of your employment.

Proof of age is accepted and recorded on the Company's registers, you will not be permitted to seek a change in the date of birth specified by you.

You are advised to keep the details updated at all time. In case of any emergency or otherwise the latest details shared will be treated as final and any communication sent by us at the available address provided by you shall be deemed to have been delivered to you.

4. Probationary period

Your employment is subject to a probation period of 360 days from the date of joining the services of the Company. During this probation period, the Company shall evaluate your performance and may confirm your appointment vide an appropriate "Confirmation Letter".

Before issuance of the "Confirmation Letter", the Company may terminate this engagement either by giving 30 days' prior written notice or payment in lieu thereof.

5. Performance Review

Your performance shall be reviewed periodically as may be decided from time to time. The continuity of your employment would depend on your sustained performance to the satisfaction of management.

6. Leave

You will be eligible for privilege leave, sick leave and casual leave, as set out as per Company's Policy.

7. Retirement

The retirement age in the Company is 58 years.

8. Notice Period

After confirmation, this contract of employments is terminable by serving 30 Days' notice period. However, during probation your applicable notice period is 30 days. Serving notice period is mandatory. Any decision to waive notice period will be at the sole and absolute discretion of the Company, or any payout in terms amount of salary in lieu of such shortfall of notice period shall be based on prevailing Company policies.



Contd. 3

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



CONFIDENTIAL

April 29, 2019

Duplicate Copy

To,
Shweta Gare
11366199
F-401, A-28 Shree Vighnaharta Hos. Soc.,
Sec-17&19, Gharkul, Spine Rd, Chikhali,,
Pune - 411062

LETTER OF APPOINTMENT

Dear **Shweta**,

We are pleased to offer you employment with Vodafone India Services Private Limited (the "Company") appointing you as **Trainee**. Your employment with the Company will be effective from **April 29, 2019**. This position will place you in **Band I** of the Company.

1. Place of employment

Your place of work will be EON Free Zone, Kharadi, Wing - 3, Cluster - D, Ground to 4th Floor, Pune - 411014. During your employment with the Company, depending upon business requirements, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad; or you may be required to work from home which shall at all times be based out of the home address as per office records, unless otherwise approved by the company in writing. You are expected to keep your home address updated at all times in company records during the course of your employment and maintain reasonable infrastructure at home to perform your services effectively while you are working from home (details will be provided separately). You understand that the Company shall provide you with the necessary equipment, and IT assets as may be required to perform your services efficiently. You shall be responsible for any damage to the assets provided to you by the Company during and post termination of your employment and you agree to the same.

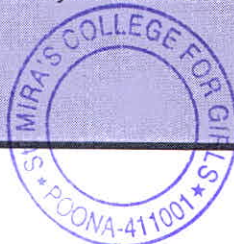
For adherence to the applicable regulation related to your employment and all other matters connected with the employment and to provide you any organizational support and assistance that you may require from time to time, your assigned office location be EON Free Zone, Kharadi, Wing - 3, Cluster - D, Ground to 4th Floor, Pune - 411014. However, your services are transferable, and you may be assigned to any other department, function, location or to another company under the same management, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.

2. Annual Compensation

Your Total Target Cash (TTC) is INR **300,000**. Below are details for your reference. Please refer to the Annexure for a detailed breakup of your TTC.

- Total Fixed Pay – INR **272,727**. This includes your Basic Salary, Allowances namely House Rent Allowance, Management Allowance, Leave Travel Assistance any other allowance as applicable and Provident Fund.
- Target Incentive – INR **27,273**. You will be covered under the Global Short Term Incentive Plan of the Company which is a Performance-linked Plan.

Your Target Incentive is **10%** of your Total Fixed Pay per annum.



Confidentiality: C2 - Vodafone Internal

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

Date: August 1, 2018
Ref: LTI/HR/Campus/2019
Name: Janice Saldanha
College: St. Mira's College For Girls, Pune

OFFER OF EMPLOYMENT

Dear Janice Saldanha,

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.



ANNEXURE-1

Name : Janice Saldanha	Date : August 1, 2018	
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. 3,00,000/- p.a.





Dear Atiya Inamdar

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 IS EUSS SD at a CTC of INR 2,20,000

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, IS and BPS
- 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 2018-19 hires anytime between June 2019 to Mar 2020.

Yours Sincerely,

For Mphasis 
HR - Campus Hiring




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

Contact Us:
T : +91 020 4074 0000/6617 0000
F : +91 20 6617 0902
E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited
EON free Zone, Cluster C, Kharadi Knowledge Park,
EON Kharadi Infrastructure Pvt. Ltd, SE 2 Plot No.1,
Survey No.77, MIDC, Kharadi, Pune - 411 014, India

Registered Office: Sughandri World Technology Centre, Marathahalli Outer Ring Road, Doddanakundi Village, Mahadevapura, Bangalore 560 048, India. CIN: U72900KA2012001294

12-Mar-2019

Dear Samrudhi Manish Sulakhe,
BSc, Computer Science
St. Miras College for Girls

Candidate ID – 12756117

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, Pune.

Annexure A

Name: Samrudhi Manish Sulakhe Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	Company's contribution of PF #	780	9,360
3	Advance Statutory Bonus***	2000	24,000
4	Special Allowance*	5206	62,472
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	556	6,672
Annual Gross Compensation			180,504
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


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

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



12-Mar-2019

Dear Priyanka Dharmendra Yadav,
BSc, Computer Science
St. Miras College for Girls

Candidate ID – 12756257

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, Pune.

Annexure A

Name: Priyanka Dharmendra Yadav

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	Company's contribution of PF #	780	9,360
3	Advance Statutory Bonus***	2000	24,000
4	Special Allowance*	5206	62,472
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	556	6,672
Annual Gross Compensation			180,504
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://oncognizant.cognizant.com>->Total Rewards App for more details

Principal Incharge

RIQd. Office: 115/535, Old Mahabalipuram Road, Okkiam, Thiruvallur, Chennai - 600 097

St. Mira's College for Girls, Pune.



12-Mar-2019

Dear Piriti Kumari,
BSc, Computer Science
St. Miras College for Girls

Candidate ID – 12756263

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, Pune.

Annexure A

Name: Piriti Kumari

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	Company's contribution of PF #	780	9,360
3	Advance Statutory Bonus***	2000	24,000
4	Special Allowance*	5206	62,472
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	556	6,672
Annual Gross Compensation			180,504
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


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

Rt'qd. Office: 115/535, Old Mahabalipuram Road, Okhla Phase II, Chennai - 600 097





Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Date: April 1, 2019

Ref No: HR/Campus/LO201971560/1

**Lipsa Rani Panigrahi
ST. MIRAS COLLEGE FOR GIRLS PUNE**

Letter of Intent ("LOI")

Dear Lipsa Rani Panigrahi,

With reference to your interview conducted by us at **PCCOE & Ravet**, 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 and 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 during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the PROPEL (Pre-Onboarding Platform for Engagement and Learning) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. This will help you prepare effectively for the technical trainings you will be imparted upon joining.



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



ANNEXURE 1

Lipsa Rani Panigrahi

Associate and A3

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,50,000/- (Rupees Two Lakhs Fifty 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.

For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

Signature: _____

Candidate Name: Lipsa Rani Panigrahi

Date: _____



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

12-Mar-2019

Dear Vaishnavi Govind Somnath,
BSc, Computer Science
St. Miras College for Girls

Candidate ID – 12756235

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: Vaishnavi Govind Somnath

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	Company's contribution of PF #	780	9,360
3	Advance Statutory Bonus***	2000	24,000
4	Special Allowance*	5206	62,472
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	556	6,672
Annual Gross Compensation			180,504
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

Principal Incharge

St. Mira's College for Girls, Pune.

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



HRD/2T/12983669/19-20

Ms. Shivani Sunil Patil
Candidate ID: 12983669
Sno:63/1 B/3,Janardhan Nagar
Lohgaon
Pune - 411047
Maharashtra
India
Ph: (91) 97663 48574

May 07, 2019

Dear Shivani,

Congratulations! We are delighted to make you an offer as **Operations 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 03, 2019**.

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




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

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

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 and Head Human Resources – Infosys Limited

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. Shivani Sunil Patil			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
MONTHLY GROSS SALARY				16,162
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)				136
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
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.				



JK

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



HRD/2T/12983667/19-20

Ms. Snehal Dnyandeo Pawar
Candidate ID: 12983667
Flatno:102 Sainik Sadan,Snbp Lane Manjri
Road
Pune - 412307
Maharashtra
India
Ph: (91) 84120 95703

May 07, 2019

Dear Snehal,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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



Digitally signed by RICHARD LOBO
Date: 2019.05.07 18:39:48 +05:30
Reason: Offer Letter
Location: Bangalore

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

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 and Head Human Resources – Infosys Limited

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. Snehal Dnyandeo Pawar			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
MONTHLY GROSS SALARY				16,162
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)				136
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
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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.				



JK

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

EMPLOYMENT OFFER LETTER

Capgemini Ref: 2221621/304844

05/22/2019,

Anjali Sudhir Rai
SANTHOSH GHULE NEAR KRISHNA MILK DAIRY,
BOPKHEL CME PUNE

Confidential

Dear Anjali

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited ('Capgemini' or 'Company')** starting from **05/23/2019** (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be **Software Associate/A3**
- B) You will be required to work at the Company's offices in location **Pune**

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 250,011.00 (Rupees Two Lakh Fifty Thousand and Eleven 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.

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




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

Anjali Sudhir Rai

Software Associate

Total Cost to Company (CTC).

Rs.250,011.00

Monthly Components	Per Month	Annualized
Basic	Rs 10,000.00	Rs 120,000.00
House Rent Allowance		
Other Reimbursements & Allowances#		
Personal Allowance	Rs. 4245.00	Rs. 50,940.00
Advance Statutory Bonus	Rs. 2,980.00	Rs. 35,760.00
Gross monthly salary	Rs.17,225.00	Rs. 206,700.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,709.00	Rs.20,508.00
Gratuity (accrual only)		Rs.5,772.00
Total Fixed Compensation		Rs.232,980.00
Total Cash Compensation		Rs.232,980.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,215.00
Capgemini contribution to ESI		Rs.9,816.00
Total Cost to Company		Rs. 250,011.00

You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes. For details on claiming these instruments please check the Other Allowance and Reimbursements FAQ and Claim Forms.

Other Allowance & Reimbursements	Annualized
Telephone	19,800.00
LTA	60,000.00
Meal Coupons	24,000.00
Vehicle Reimbursement	21,600.00



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

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

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

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

For Capgemini Technology Services India Limited



Jaideep Chavan
Head - Talent Acquisition & Resourcing

Acceptance

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

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

Name:

Date: 05/22/2019



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



Ref: TCSL/DT20184938412/1359936/Pune

Date: 26 September 2020

MS. PRIYANKA POPAT MORE
Flat No 9, Binawat Complex Kalepadal Street,
Hadapsar, Pune,
Maharashtra-411028.
Tel# 919921189099

Sub: Joining Letter

Dear Ms. Priyanka Popat More,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **15th October 2020**, your joining location is **Pune**, work location is **PUNE** and your stream is **CBO**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.




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



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development



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