



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 2019-2020

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

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune – 411 014, Maharashtra, India.
Tel. : +91 (20) 6606 7100 Fax: +91 (20) 6606 7102
Website : www.johnsoncontrols.com
CIN : U33130PN1995PTC188911



November 27, 2020

Durganjali Singh

501, Ganesh Orchid, Sundar Baug Colony, near Dapodi railway station, Dapodi, Pune - 411012

Dear Durganjali,

We are pleased to offer you training as **Graduate Trainee** with effect from **November 27, 2020**.

Your association with us will be governed by the terms and conditions given below apart from being guided by the core values and Ethics of the organization.

1. Your Basic Salary would be **Rs. 269725/- per annum** during your training period. Please refer to the attached annexure for detailed break-up of your remuneration.
2. You will be under training for a period of One year from **November 27, 2020 to November 26, 2021**. This period will be extended if it is felt necessary to do so. During the period of your training, the Company shall be at liberty to terminate your training without assigning any reason by giving 24 hours' notice. In case you wish to resign from the company during your training period you will be required to give 1 months' notice period. The Company however, reserves their right to accept your resignation with immediate effect or at any time during the notice period and you shall not be entitled to any salary or any other benefits after the effective date from which resignation is accepted. In that event, you shall surrender all benefits, amenities or perquisites enjoyed by you of whatsoever nature to the Company.
3. On the expiry of the period of training, and subject to your completing the training upto the Company's expectations, you shall be offered employment with the Company. In the absence of any letter offering you employment, you shall be deemed to continue as a Trainee even on the expiry of the training period as aforesaid.
4. During the period of your training, you shall be entitled to 21 days leave in accordance with the Leave Rules of the Company currently in force and as they may be modified from time to time.
5. You will be eligible for coverage under the Company's Provident Fund as per Company's rules in force from time to time.

Johnson Controls (India) Private Limited
5th & 6th Floor, Tower – B, Tech Park One, Survey No. 191, Hissa No. 2A/1/2, Yerwada, Pune - 411 006, Maharashtra, India.
Tel.: +91 (20) 6746 5200 Fax : +91 (20) 6746 5003 Website: www.johnsoncontrols.com CIN : U33130MH1995PTC111247

Confidential

Page 1 of 5


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



Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune – 411 014, Maharashtra, India.
Tel. : +91 (20) 6606 7100 Fax: +91 (20) 6606 7102
Website : www.johnsoncontrols.com
CIN : U33130PN1995PTC188911



6. The normal Office hours are as follows:

Mondays to Fridays: 09:00 hrs to 18.00 hrs.

But in case a particular location follows any other working hours other than the above, you will follow those office hours. Please note that this does not, however, absolve staff members from putting in more hours of work or working on holidays, depending on the exigencies of work.

7. The Company shall be entitled to direct you to work in any other Department or Branch of the Company wherever situated in India, whether existing on the date hereof or which may exist in future and you shall comply with such direction. The Company will also be entitled to transfer you to any subsidiary or affiliate of the Company whether existing or which may exist in future and which Company is generally regarded as part of the JC group of Companies. Your transfer from one office or department or branch of the Company to another anywhere in India or to any subsidiary or affiliate of the Company in the Group Companies is a Management function and you will be required to comply with such transfer. The failure and/or refusal to comply with any order of transfer will, without prejudice to the Management's other rights, be treated as a breach of your terms and conditions of training.
8. On the strength of the proof submitted by you we have recorded your date of birth as **October 21st, 1996**.
9. You are not permitted to divulge the contents of this Contract to any other third party.
10. You are to devote your entire working ability to the company and to exercise full discretion towards any third party in all matters concerning the Company, its business and policies, its Management and employees.
11. The Company Rules and Regulations and Ethics policy form part of your Contract of training, and your training is conditional upon and subject to your acceptance of these currently in force and as may be amended from time to time.
12. If you are found to have committed an offence involving moral turpitude or any act subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, incurring excessive debts, commission of any act prejudicial to, or in conflict with the interests of the company, you will be liable to be dismissed without notice, or will be liable to suffer any other lesser punishment the organization at its discretion may impose, if your explanation is not found to be satisfactory and convincing.

Johnson Controls (India) Private Limited
5th & 6th Floor, Tower – B, Tech Park One, Survey No. 191, Hissa No. 2A/1/2, Yerwada, Pune - 411 006, Maharashtra, India.
Tel.: +91 (20) 6746 5200 Fax : +91 (20) 6746 5003 Website: www.johnsoncontrols.com CIN : U33130MH1995PTC111247

Confidential

Page 2 of 5


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



Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune – 411 014, Maharashtra, India.
Tel. : +91 (20) 6606 7100 Fax: +91 (20) 6606 7102
Website : www.johnsoncontrols.com
CIN : U33130PN1995PTC188911



13. You will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you be authorized to use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession. You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorisedly nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company. You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, computer floppy etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise.
14. In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/firm/institute/body corporate, etc., whether for any consideration or not.
15. You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise, nor do any private business without obtaining prior permission of the Company in writing.
16. You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such format as may be required by the Company, without expense to you, which in the judgment of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in the IPRs.
17. The Company shall at all times have the right to access and monitor all e-mails created, sent / received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all times.
18. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever.
19. You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation, all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company. Should such things be not returned company will charge you for the same as deemed fit.

Johnson Controls (India) Private Limited
5th & 6th Floor, Tower – B, Tech Park One, Survey No. 191, Hissa No. 2A/1/2, Yerwada, Pune - 411 006, Maharashtra, India.
Tel.: +91 (20) 6746 5200 Fax : +91 (20) 6746 5003 Website: www.johnsoncontrols.com CIN : U33130MH1995PTC111247

Confidential

Page 3 of 5


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



Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune – 411 014, Maharashtra, India.
Tel. : +91 (20) 6606 7100 Fax: +91 (20) 6606 7102
Website : www.johnsoncontrols.com
CIN : U33130PN1995PTC188911



20. Any amount paid by us towards your Relocation Expenses will be recovered in the event you leave the organization during your training period.

21. Strict action will also be taken against following: -

- Employees implicated in criminal cases
- Employees indulging in substance abuse
- Employees indulging in Sexual harassment

You are kindly requested to confirm your Agreement to the above terms and conditions, including the Company's rules and regulations, by signing and returning the duplicate of this Letter.

We welcome you to our Organization and trust that your association with us will be a happy and mutually rewarding one!

Yours faithfully,

For Johnson Controls (India) Private Limited

Divya Jha
Director - Human Resources.

I confirm that I have read and understood the terms and conditions of this employment contract. I agree and accept the above terms and conditions and the Company's rules and regulations.

Agree _____

Date _____

Johnson Controls (India) Private Limited
5th & 6th Floor, Tower – B, Tech Park One, Survey No. 191, Hissa No. 2A/1/2, Yerwada, Pune - 411 006, Maharashtra, India.
Tel.: +91 (20) 6746 5200 Fax : +91 (20) 6746 5003 Website: www.johnsoncontrols.com CIN : U33130MH1995PTC111247

Confidential

Page 4 of 5

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



Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune – 411 014, Maharashtra, India.
Tel. : +91 (20) 6606 7100 Fax: +91 (20) 6606 7102
Website : www.johnsoncontrols.com
CIN : U33130PN1995PTC188911



APPENDIX II- SALARY BREAK-UP
PRIVATE & CONFIDENTIAL

Name : Durganjali Singh
Designation : Graduate Trainee
Grade : 165
Location : Pune

<i>Proposed Salary Component</i>	<i>Amount (INR)</i>
	<i>Per Annum</i>
Basic Salary	180100
House Rent Allowance	9005
Conveyance Allowance	19200
Medical Reimbursement	15000
Food Allowance	26400
Statutory Bonus	16800
Balancing Allowance	3220
Gross Salary (A)	269725
Provident Fund	21612
Gratuity	8663
Cost To Company (CTC)	300000
Target Total Pay (CTC)	300000

Other Benefits:

1. Medclaim: You are entitled to Medclaim for self plus 5 dependent family members as per the company policy.
2. The official working hours can start between 6:00am and 6:00 pm depending on the shift you need to follow as per business requirements. The total daily/weekly hours of working shall be as per the policies of the Company and applicable regulations. The work schedule will be Mondays to Fridays. The work timings may change subjected to business processes and you will be notified in advance.
3. You will also be entitled to "Shift Allowance" if applicable to your working shift as per policies of the Company and applicable regulations.

ATTACHMENTS: The following documents will be provided for your agreement and signature:

1. Ethics Policy
2. Conflict of Interest

FOR AND ON BEHALF OF
JOHNSON CONTROLS INDIA PVT. LTD.

DIVYA JHA
DIRECTOR – HUMAN RESOURCES

Agreed and Accepted by
DURGANJALI SINGH
DATE:

Johnson Controls (India) Private Limited
5th & 6th Floor, Tower – B, Tech Park One, Survey No. 191, Hissa No. 2A/1/2, Yerwada, Pune - 411 006, Maharashtra, India.
Tel.: +91 (20) 6746 5200 Fax : +91 (20) 6746 5003 Website: www.johnsoncontrols.com CIN : U33130MH1995PTC111247

Confidential

Page 5 of 5

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



Johnson Controls (India) Private Limited
Registered Office Address: 401-501, 4th & 5th Floor,
B Wing, Business Square, Andheri – Kurla Road,
Andheri (East), Mumbai – 400 093, Maharashtra, India
Tel.: +91 (22) 6683 7000 Fax: +91 (22) 6683 7002
Website: www.johnsoncontrols.com CIN:
U33130MH1995PTC111247



28th January 2020

Miss. Pooja Soni
601 Tulipan, Nyati Environ, Lane 5, Tingre Nagar, Pune 411015

Dear Pooja,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you as **Graduate Trainee** – at IBC Pune.

You are advised to join us by **5th May 2020**. Your detailed appointment letter will be issued to you on the day of your joining. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Latest passport size color photograph- 08 nos
3. School leaving certificate
4. Pancard Copy, Mandatory
5. Aadhar Card, Mandatory
6. Passport Photocopy, if available
7. Cancelled Cheque of existing valid Savings Bank A/C

Please note that as a part of the hiring process, we would require you to undergo pre-employment medical check and this offer is subject to you being found medically fit.

Also note that this offer is subject to your successful completion of graduation degree with minimum 60% We would also be undertaking your Background Verification Check. We will share an Application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.

Yours sincerely,

For Johnson Controls (India) Private Limited

Diya Jha

Director – Human Resources

Johnson Controls (India) Private Limited
Registered Office Address: 401-501, 4th & 5th Floor,
B Wing, Business Square, Andheri – Kurla Road,
Andheri (East), Mumbai – 400 093, Maharashtra, India
Tel.: +91 (22) 6683 7000 Fax: +91 (22) 6683 7002
Website: www.johnsoncontrols.com
CIN: U33130MH1995PTC111247



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



Salary Annexure

Name of the Employee : Pooja Soni
Grade : 165
Department : OTC
Designation : Graduate Trainee
Location : Pune

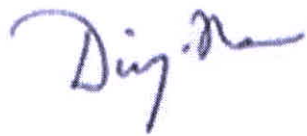
Proposed Salary Component	Amount (INR)	
	Per Month	Per Annum
Basic Salary	15008	180100
House Rent Allowance	750	9005
Conveyance Allowance	1600	19200
Medical Reimbursement	1250	15000
Food Allowance	2200	26400
Statutory Bonus	1400	16800
Balancing Allowance	268	3220
Gross Salary	22477	269725
Provident Fund	1801	21612
Gratuity	722	8663
Cost To Company (CTC)	25000	300000
Target Total Pay (CTC)		300000

Other Benefits:

Mediclaime: You are entitled to Mediclaime for self plus 5 dependent family members as per the company policy.

You shall be entitled for IBC City Commute subsidy and Cafeteria Card as per applicable policy.

Yours sincerely,
For Johnson Controls (India) Private Limited



Divya Jha
Director – Human Resources


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



Johnson Controls (India) Private Limited
Registered Office Address: 401-501, 4th & 5th Floor,
B Wing, Business Square, Andheri – Kurla Road,
Andheri (East), Mumbai – 400 093, Maharashtra, India
Tel.: +91 (22) 6683 7000 Fax: +91 (22) 6683 7002
Website: www.johnsoncontrols.com CIN:
U33130MH1995PTC111247



28th January 2020

Miss. Ridhima Sachdev
E 1801, 7 Plumeria Drive, Ravet, Pune 411044

Dear Ridhima,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you as **Graduate Trainee** – at IBC Pune.

You are advised to join us by **5th May 2020**. Your detailed appointment letter will be issued to you on the day of your joining. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Latest passport size color photograph- 08 nos
3. School leaving certificate
4. Pancard Copy, Mandatory
5. Aadhar Card, Mandatory
6. Passport Photocopy, if available
7. Cancelled Cheque of existing valid Savings Bank A/C

Please note that as a part of the hiring process, we would require you to undergo pre-employment medical check and this offer is subject to you being found medically fit.

Also note that this offer is subject to your successful completion of graduation degree with minimum 60% We would also be undertaking your Background Verification Check. We will share an Application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.

Yours sincerely,

For Johnson Controls (India) Private Limited

Diya Jha

Director – Human Resources

Johnson Controls (India) Private Limited
Registered Office Address: 401-501, 4th & 5th Floor,
B Wing, Business Square, Andheri – Kurla Road,
Andheri (East), Mumbai – 400 093, Maharashtra, India
Tel.: +91 (22) 6683 7000 Fax: +91 (22) 6683 7002
Website: www.johnsoncontrols.com
CIN: U33130MH1995PTC111247



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



Salary Annexure

Name of the Employee : Ridhima Sachdev
Grade : 165
Department : OTC
Designation : Graduate Trainee
Location : Pune

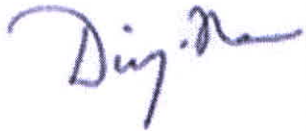
Proposed Salary Component	Amount (INR)	
	Per Month	Per Annum
Basic Salary	15008	180100
House Rent Allowance	750	9005
Conveyance Allowance	1600	19200
Medical Reimbursement	1250	15000
Food Allowance	2200	26400
Statutory Bonus	1400	16800
Balancing Allowance	268	3220
Gross Salary	22477	269725
Provident Fund	1801	21612
Gratuity	722	8663
Cost To Company (CTC)	25000	300000
Target Total Pay (CTC)		300000

Other Benefits:

Mediclaime: You are entitled to Mediclaime for self plus 5 dependent family members as per the company policy.

You shall be entitled for IBC City Commute subsidy and Cafeteria Card as per applicable policy.

Yours sincerely,
For Johnson Controls (India) Private Limited



Divya Jha
Director – Human Resources




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

Johnson Controls (India) Private Limited
Registered Office Address: 401-501, 4th & 5th Floor,
B Wing, Business Square, Andheri – Kurla Road,
Andheri (East), Mumbai – 400 093, Maharashtra, India
Tel.: +91 (22) 6683 7000 Fax: +91 (22) 6683 7002
Website: www.johnsoncontrols.com CIN:
U33130MH1995PTC111247



28th January 2020

Miss. Vidhi Narang
B 4/7 Kubera Garden, NIBM Road, Kondhwa, Pune 411048

Dear Vidhi,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you as **Graduate Trainee** – at IBC Pune.

You are advised to join us by **5th May 2020**. Your detailed appointment letter will be issued to you on the day of your joining. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Latest passport size color photograph- 08 nos
3. School leaving certificate
4. Pancard Copy, Mandatory
5. Aadhar Card, Mandatory
6. Passport Photocopy, if available
7. Cancelled Cheque of existing valid Savings Bank A/C

Please note that as a part of the hiring process, we would require you to undergo pre-employment medical check and this offer is subject to you being found medically fit.

Also note that this offer is subject to your successful completion of graduation degree with minimum 60%. We would also be undertaking your Background Verification Check. We will share an Application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.

Yours sincerely,

For Johnson Controls (India) Private Limited

Diya Jha

Director – Human Resources

Johnson Controls (India) Private Limited
Registered Office Address: 401-501, 4th & 5th Floor,
B Wing, Business Square, Andheri – Kurla Road,
Andheri (East), Mumbai – 400 093, Maharashtra, India
Tel.: +91 (22) 6683 7000 Fax: +91 (22) 6683 7002
Website: www.johnsoncontrols.com
CIN: U33130MH1995PTC111247



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



Salary Annexure

Name of the Employee : Vidhi Narang
Grade : 165
Department : OTC
Designation : Graduate Trainee
Location : Pune

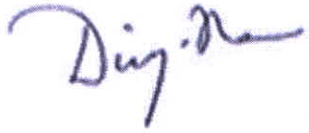
Proposed Salary Component	Amount (INR)	
	Per Month	Per Annum
Basic Salary	15008	180100
House Rent Allowance	750	9005
Conveyance Allowance	1600	19200
Medical Reimbursement	1250	15000
Food Allowance	2200	26400
Statutory Bonus	1400	16800
Balancing Allowance	268	3220
Gross Salary	22477	269725
Provident Fund	1801	21612
Gratuity	722	8663
Cost To Company (CTC)	25000	300000
Target Total Pay (CTC)		300000

Other Benefits:

Mediclaime: You are entitled to Mediclaime for self plus 5 dependent family members as per the company policy.

You shall be entitled for IBC City Commute subsidy and Cafeteria Card as per applicable policy.

Yours sincerely,
For Johnson Controls (India) Private Limited



Divya Jha
Director – Human Resources




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

Johnson Controls (India) Private Limited
Registered Office Address: 401-501, 4th & 5th Floor,
B Wing, Business Square, Andheri – Kurla Road,
Andheri (East), Mumbai – 400 093, Maharashtra, India
Tel.: +91 (22) 6683 7000 Fax: +91 (22) 6683 7002
Website: www.johnsoncontrols.com CIN:
U33130MH1995PTC111247



28th January 2020

Miss. Samrudhi Kadam
91/51 Bhairavnagar, Dhanori Road, Vishrantwadi, Pune 411015

Dear Samrudhi,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you as **Graduate Trainee** – at IBC Pune.

You are advised to join us by **5th May 2020**. Your detailed appointment letter will be issued to you on the day of your joining. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Latest passport size color photograph- 08 nos
3. School leaving certificate
4. Pancard Copy, Mandatory
5. Aadhar Card, Mandatory
6. Passport Photocopy, if available
7. Cancelled Cheque of existing valid Savings Bank A/C

Please note that as a part of the hiring process, we would require you to undergo pre-employment medical check and this offer is subject to you being found medically fit.

Also note that this offer is subject to your successful completion of graduation degree with minimum 60% We would also be undertaking your Background Verification Check. We will share an Application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.

Yours sincerely,

For Johnson Controls (India) Private Limited

Diya Jha

Director – Human Resources

Johnson Controls (India) Private Limited
Registered Office Address: 401-501, 4th & 5th Floor,
B Wing, Business Square, Andheri – Kurla Road,
Andheri (East), Mumbai – 400 093, Maharashtra, India
Tel.: +91 (22) 6683 7000 Fax: +91 (22) 6683 7002
Website: www.johnsoncontrols.com
CIN: U33130MH1995PTC111247



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



Salary Annexure

Name of the Employee : Samrudhi Kadam
Grade : 165
Department : OTC
Designation : Graduate Trainee
Location : Pune

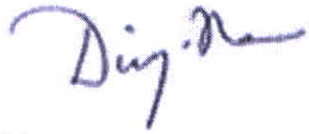
Proposed Salary Component	Amount (INR)	
	Per Month	Per Annum
Basic Salary	15008	180100
House Rent Allowance	750	9005
Conveyance Allowance	1600	19200
Medical Reimbursement	1250	15000
Food Allowance	2200	26400
Statutory Bonus	1400	16800
Balancing Allowance	268	3220
Gross Salary	22477	269725
Provident Fund	1801	21612
Gratuity	722	8663
Cost To Company (CTC)	25000	300000
Target Total Pay (CTC)		300000

Other Benefits:

Mediclaim: You are entitled to Mediclaim for self plus 5 dependent family members as per the company policy.

You shall be entitled for IBC City Commute subsidy and Cafeteria Card as per applicable policy.

Yours sincerely,
For Johnson Controls (India) Private Limited



Divya Jha
Director – Human Resources




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



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20206332987/Mumbai/BPS/BTN
Date: 13/07/2021

Ms. Deepika Sanjay Mishra
Lane No23 Ubale Nagar Wagholi Pune
Lane No23
Ubale Nagar
Pune-412207
Maharashtra
Tel# 91-9372635693

Dear Ms. Deepika Sanjay Mishra,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,750/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.


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



Private and Confidential
TCSL/DT20206332987

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781



OTHER BENEFITS

1. Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). You are automatically covered under a default HIS Plan.

You have the flexibility to choose a plan which is higher than the existing default plan, by paying the applicable additional premium plus Service Tax, in which case the below benefits can be availed:

a) Domiciliary Cover: This is a provision to cover the cost incurred towards any domiciliary treatment up to a specified limit for each insured person per annum.

b) Base Cover: This is a provision to cover the cost incurred on hospitalization treatments up to a specified limit for each insured person per annum.

c) Floater Cover: This benefit covers the hospitalization expenses incurred over and above the basic hospitalization cover limit. This is a family floater cover for you and your enrolled dependents.

The total premium is split between Base Cover and Floater Cover Premium as per the plan applicable.

i. Base Cover Premium: Towards Domiciliary and Base cover for self, spouse and up to three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

ii. Floater Cover Premium: Towards Floater cover is to be borne by you.

*Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail. For further details, please refer to the policy document

2. Professional Memberships:

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

3. Social Security - Employees' State Insurance:

The company will contribute 4.75% of your stipend or such amount as determined by law towards ESI contribution till you remain covered under Employee's State Insurance Act, 1948.

4. Compensation Benefits under ESI Act / Employees' Compensation Act:

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

When you will be out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of Traineeship as per the Employee Compensation Act (Amendment Act of 2017) or the benefits under the Company's Group Term Life Insurance scheme / Personal accident insurance scheme as the case may be, whichever is more beneficial. For more details on this, refer TCS India policy - Group Life Insurance and TCS India policy - Health Insurance.

5. Night Shift Stipend:

Trainees assigned to night shifts for training would be eligible for a Night Shift Stipend of Rs. 200/- per shift as per the company policy.


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



Private and Confidential
TCSL/DT20206332987

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20206321924/Mumbai/BPS/BTN
Date: 28/01/2021

Ms. Rinku Yadav
Flat No 204,2nd Floor,Pawan Morning Dew
10
B.T Patil Hospital
Pune-411015
Maharashtra
Tel# -9623065525

Dear Ms. Rinku Yadav,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,750/-** per month.You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



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

Private and Confidential
TCSL/DT20206321924

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC024781



thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or any claim or liability of any party, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1996 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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

(e) This Confidentiality, Data and IP Protection Terms may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality, Data and IP Protection Terms shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Please complete and return these documents to the TCSL HR executive, within 7 days of receiving this offer.

This is to confirm that I have received the Letter of Offer 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.**



Private and Confidential
TCSL/DT20206321924

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmaal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20206335416/Pune/BPS/BTN
Date: 22/03/2021

Ms. Shreya Pramod Joshi
C/19 Anand Park Ganesh Nagar Vadgaonsheri Pune 14

Anand Park
Pune-411014
Maharashtra
Tel# 91-9823904856

Dear Ms. Shreya Pramod Joshi,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. 11,250/- per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



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

Private and Confidential
TCSL/DT20206335416

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Maan, Pune - 411 057
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781



thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or any claim or liability of any party, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1996 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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

(e) This Confidentiality, Data and IP Protection Terms may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality, Data and IP Protection Terms shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Please complete and return these documents to the TCSL HR executive, within 7 days of receiving this offer.

This is to confirm that I have received the Letter of Offer on _____.

I hereby accept this Offer and intend to join service on _____.

Name:

Address:

Signature:

Date:

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



Private and Confidential
TCSL/DT20206335416

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Maan, Pune - 411 057
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20206330809/Mumbai/BPS/BTN
Date: 08/02/2021

Ms. Ankita Rajendra Desai
Rajiv Nagar North Srno 213
Behind Airforce School
Vimannagr
Pune-411014
Maharashtra
Tel# -9767123235

Dear Ms. Ankita Rajendra Desai,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. 13,750/- per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



Jayant

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

Private and Confidential
TCSL/DT20206330809

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781



thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or any claim or liability of any party, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1996 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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

(e) This Confidentiality, Data and IP Protection Terms may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality, Data and IP Protection Terms shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Please complete and return these documents to the TCSL HR executive, within 7 days of receiving this offer.

This is to confirm that I have received the Letter of Offer on _____.

I hereby accept this Offer and intend to join service on _____.

Name:

Address:

Signature:

Date:

Jayate

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



Private and Confidential
TCSL/DT20206330809

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Date: 04-Feb-2020

Dear Elizabeth,

We are pleased to inform you that we are making final placement offer to the following student with our company:

Sr. No.	Name	Shift (Day/Night)	Designation
1	Nidhi Agarwal	All	Apprentice- Analyst
2	Simran Lund	All	Apprentice- Analyst
3	Kajal Pande	All	Apprentice- Analyst
4	Rukshar A Shaikh	All	Apprentice- Analyst

Thanking you


Arun Thapar
Associate Program Manager - Human Resources eClerx
Services Ltd

Office Address

eClerx Services Limited

Lower Ground Floor, 1st Floor, 2nd Floor, 3rd Floor of Block-1,
A Wing and 4th Floor of A & B Wing,
Quadron Business Park Ltd. Pune-SEZ, Plot No.28, Phase II,
Rajiv Gandhi Infotech Park, Hinjewadi, Pune, Maharashtra-411057.
Ph: +91 (020) 4027 7990 | Fax: +91 (020) 6676 4480
www.eClerx.com

Registered Office

eClerx Services Limited

Sonawala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai - 400 023, Maharashtra, India.
Ph: +91 (022) 6614 8301 | Fax: +91 (022) 6614 8655
E-mail ID: contact@eClerx.com | www.eClerx.com
[CIN: L72200MH2000PLC125319]

Ref No. : 135266 / 2021

State Street Syntel Services

A State Street and Syntel Company

StateStreet Syntel Ser Pvt Ltd
Block S-5 Plot No. B-1
MIDC Software Technology Park
Talawade, Tal - Haveli
Pune-411062,India
Tel:020-30615000/40701000
CIN No:U72200MH2004PTC144362

Date: 16-Dec-2020

Ms Amruta Chavan,
Nohas Manor Building Flat no.8
Kalas Alandi Road Sr no. 90/26

PUNE-411015.

Subject: Employment Letter

Dear Amruta,

We are pleased to inform that you have been selected for employment with StateStreet Syntel Ser Pvt Ltd as **Officer KPO (GCM 1)**. Your total emoluments are **Rs. 185000/-** per annum and are described in "Annexure A". Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

The Company is fully entitled to place you at any of its location/affiliates in India or abroad or at the Company's customer location within India or outside India as the Company deems appropriate based on its business requirements. You shall also be subject to any transfer by the Company on a temporary or permanent basis to other job functions, departments and/or locations or any affiliates of the Group Company, based on the Company's business requirements. Any rejection or non-acceptance by you shall be deemed to be a breach of the Terms of Employment agreement and shall be subject to disciplinary action including but not limited to termination of employment by the Company. While every attempt would be made to give you reasonable advance notice of such transfer, however in case of emergency such transfers may be made effective immediately

Your employment shall be confirmed effective from your date of joining the Company.

Either party can terminate this employment agreement by providing a notice period of 45 days, to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the company.

For Company Initiated relocation request, relocation reimbursement will be fully recovered in case of separations due to default from your end including but not limited to neglect of duties, misconduct/ misdemeanor or any other reason owing to breach of your employment agreement within 12 months of relocation.

Your retention in Company's employment will be subject to your being found and remaining medically (physically and mentally) fit. The Company reserves the right to ask you to undergo medical examination as and when considered necessary.

The Company shall conduct reference checks, background checks and/or drug test before your date of joining with the Company through a third party agency at its sole discretion to verify and authenticate details and documents furnished by you to the Company. This offer is subject to your satisfactory completion of all the above verification made by the Company. The Company also reserves the rights to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. Background verification includes but is not limited to verification of your employment history and qualifications. The company reserves the right to make suitable formal/informal checks with the educational institutions and your former employers at its own discretion and you shall be deemed to have consented the Company to do so. Company reserves the right to withdraw this offer of employment or terminate your employment if the result of any background screening check (which may be conducted at any time prior to or during your employment) or any act on your part which demonstrates (at the discretion of the Company) that you will not be able to carry out the inherent requirements of your employment to the Company's standards of integrity and professionalism.

The terms and conditions of the employment are listed in "Annexure B".

You are requested to report to duty in our office on **4-Jan-2021**, at **9.30 am** at the following address: **Unit S -4, Training Room No-1, A-Wing, Plot No B-1, Software Technology Park,MIDC Talawade, failing which this employment offer shall be considered null and void.**

Please return the acceptance copy (Annexure C) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

Company is committed to protect your privacy. The Privacy Statement ("Statement") explains how we use and protect your personal data in our human resources systems throughout the course of your employment relationship with the Company. This privacy statement is available on our website portal (<https://www.atos-syntel.net/legal>) for your reference.

We take this opportunity to welcome you to the Company and look forward to a very fruitful association with you.

Yours sincerely,

For StateStreet Syntel Ser Pvt Ltd,

Adarsh Krishna

Head - Global Recruitment Cell


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



Encl: Annexure A – Remuneration Details; Annexure B – Terms and Conditions of Employment Annexure C - Acceptance Copy.

I accept the employment offer on the stipulated terms and conditions (including Annexure A and B) and shall join the Company on
Date & Signature _____

Block S-5 Plot No. B-1,MIDC Software Technology Park, Talawade, Tal - Haveli, Pune-411062,India, Tel:020-30615000/40701000
Registered Office: 2nd Floor, Building No 4, Raheja Mindspace, Airoli Navi Mumbai – 400708, India. T.: +91 22 6704 6402

Annexure A – Remuneration Details

Name: Ms Amruta Chavan

Designation: Officer KPO

GCM Level: GCM 1

Compensation Components	Annual (Rs.)
Salary & Allowances	
Basic Salary	64750
House Rent Allowance	32375
Advance Statutory Bonus	28800
Basket of Allowance	42722
Total Salary & Allowances (A)	168647
Company's Contribution to Provident Fund (PF) (B)	16353
Total Cost to Company (CTC) C = (A+B)	185000

Notes:

- (1) The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (2) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (3) As per the Company policy, you will be covered under a company provided Medical Insurance.
- (4) You can opt for Provident fund @12% of basic as your contribution and Company contribution towards provident fund. This is scheduled activity you will be communicated in advance to avail this benefit.
- (5) Advance Statutory bonus is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in future. The frequency of payment of bonus component is subject to further modification as per management Discretion.



Adarsh Krishna
Head - Global Recruitment Cell



State Street Syntel Services

A State Street and Syntel Company

29.2 The ownership of all "developmental" work and documentation created by the Employee shall from the moment of its creation, vest in the Company. Thus, the Employee agrees to assign and hereby assigns to the Company/ Companies nominee, Employee's entire right, title and interest in —

- all Developments;
- all trademarks, copyrights and mask work rights in the developments; and
- all patent applications filed, patents granted on any development, including those in foreign countries, which the Employee conceives or makes (whether alone or with others) while being in the employment of the Company or within two (2) years of the end of their employment (if conceived as a result of the Employment with the Company).

29.3 The Employee acknowledges existence of the Company's present and future products, know-how, processes, software products, programs, codes, documentation and flowcharts in any form and agree to abide by the procedures of the Copyright Law or any other applicable IPR laws in force, in India and foreign countries, which prohibits the reproduction of such protected works, in whole or in part, or in any form or by any other means, without the prior written permission of the Company.

29.4 The Employee agrees to assign to the Company his/her entire right, title and interest in any invention or improvement that the Employee might make solely or jointly with others, during the course of his/her employment with the Company relating to any and all products, services, software, software tools marketed or manufactured or developed and that the Employee will perform any acts and execute such documents, without expenses to the Employee which, in the judgments of the Company or its attorneys may be needful or desirable to secure to the Company, patent protection and any or all rights relating to such invention or improvement.

30. Non-solicitation / Non-compete:

30.1 During the term of this Employment Agreement and for a period of one (1) year subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of the Company, directly, indirectly, or through any other party, solicit business from or perform services for any the Company's client or any prospective client, with whom he/she had any contact with or exposure to pursuant to this Employment Agreement.

30.2 During the term of this Employment Agreement and for a period of one (1) year subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of the Company, seek engagement or employment, either full-time or contractually with any organization that is likely to deploy the Employee on project or assignment in Offshore or Onsite client engagement where the Company is already working for the same client and where the Employee had been engaged in a project with the client organization for a period exceeding one month.

31. Non-diversion of Employees:

31.1 During the term of this Employment Agreement and for a period of one (1) year subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of the Company, directly, indirectly, or through any other party solicit and/or offer an employment to a persons, who are then, or were during the previous six (6) months, employees of the Company or any the Company subsidiary / associate / affiliate.


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



Offshore Accounting And Taxation Services Private Limited
CIN: U74120PN2006PTC128536
Regd office: "Prime 12", Flat No. 2, First Floor, Plot No. H-1,
Sector No. 26 Business District, Next to Kendriya Sadan (CGO Offices),
PCNT, Nigdi-Pradhikaran, Pune – 411044 (India)
Tel: +91 2027650064 Web: www.oats.co.in



4th July 2019

To,
Ms. Khushi Gathani
Ambience Greendale
Pune 411 061
(M) 9545242493
E-Mail: khushigathani99@gmail.com

Dear Mrs. Khushi,

SUB: OFFER LETTER

We take pleasure in offering you the position of 'Trainee – Accounting Process' based on the credentials presented by you.

Following are the terms and conditions that govern your appointment:-

1. Your Date of Joining will be 5th July 2019.
2. Your monthly CTC (Cost to Company) will be Rs. 12,950/-p.m. Please refer to the Salary Break-up Sheet for details.
3. You will be covered under Company's group Personal Accident insurance for the sum assured of Rs. 2,00,000. You will be covered along with your family under Employees Group Medclaim Policy where the sum assured is Rs. 2,00,000. Family includes employee, spouse, and two children. Parents are not covered under this policy.
4. During initial six months, you will be on probation. At the end of six months, a probation-confirmation review will be conducted.

"Sujam", Survey No. 81/5B, Plot No. 1, Chandragupta Hsg. Soc. Behind Maharaja Complex, Paud Road, Kothrud, Pune – 411 038 (India) Tel: +91 20 25280406 – 407, 65003785


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



Salary Structure		
Name:	Khushi Gathani	
Designation:	Trainee - Accounting Process	
Grade:	S0	
Components of Salary	Per Month (Rs.)	Per Year (Rs.)
A. Salary and Allowances (paid through salary slip)		
Basic Salary	9,150	109,800
House Rent Allowances	458	5,490
Statutory Bonus	762	9,146
Sub-total (A)	10,370	124,436
B. Other costs incurred by company:		
Company's contribution to Provident Fund	1,098	13,176
PF Admin charges paid by company	105	1,260
Mediclaime and Personal Accident Insurance premium	600	7,200
ESIC Contribution	337	4,044
Gratuity, payable at time of separation, after completing continuous service of 5 years (15 days basic salary for each year of service)	440	5,280
Sub-total (B)	2,580	30,960
Monthly Cost to Company (CTC) (A+B)	12,950	155,397
C. Deductions:		
	Per Month (Rs.)	Per Year (Rs.)
Professional Tax	200	2,500
Employee's contribution to Provident Fund	1,098	13,176
ESIC Contribution	78	933
Income tax deducted at source (TDS)	As applicable	As applicable
Monthly "In-hand" salary: (A)-(C)	8,994	107,827

Notes:

- Your in-hand salary can vary depending upon your income tax liability.

For Offshore Accounting and Taxation Services Pvt. Ltd.

Prittam Jain
Director

Khushi Gathani




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

Offshore Accounting And Taxation Services Private Limited
CIN: U74120PN2006PTC128536
Regd office: "Prime 12", Flat No. 2, First Floor, Plot No. H-1,
Sector No. 26 Business District, Next to Kendriya Sadan (CGO Offices),
PCNT, Nigdi-Pradhikaran, Pune – 411044 (India)
Tel: +91 2027650064 Web: www.oats.co.in



4th July 2019

To,
Ms. Divya Khubchandani
E 803, Marvel Arco
Hadapsar
Pune 411 028
(M) 8007856999
E-Mail: divyakhubhy@hotmail.com

Dear Ms. Divya,

SUB: OFFER LETTER

We take pleasure in offering you the position of "Trainee – Accounting Process" based on the credentials presented by you.

Following are the terms and conditions that govern your appointment:-

1. Your Date of Joining will be 5th July 2019.
2. Your monthly CTC (Cost to Company) will be Rs. 12,950/-p.m. Please refer to the Salary Break-up Sheet for details.
3. You will be covered under Company's group Personal Accident insurance for the sum assured of Rs. 2,00,000. You will be covered along with your family under Employees Group Mediclaim Policy where the sum assured is Rs. 2,00,000. Family includes employee, spouse, and two children. Parents are not covered under this policy.
4. During initial six months, you will be on probation. At the end of six months, a probation-confirmation review will be conducted.

"Sujam", Survey No. 81/5B, Plot No. 1, Chandragupta Hsg. Soc. Behind Maharaja Complex, Paud Road, Kothrud, Pune – 411 038 (India) Tel: +91 20 25280406 – 407, 65003785




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

Salary Structure		
Name:	Divya Khubchandani	
Designation:	Intern - Accounts Process	
Grade:	S0	
Components of Salary	Per Month (Rs.)	Per Year (Rs.)
A. Salary and Allowances (paid through salary slip)		
Basic Salary	9,150	109,800
House Rent Allowances	458	5,490
Statutory Bonus	762	9,146
Sub-total (A)	10,370	124,436
B. Other costs incurred by company:		
Company's contribution to Provident Fund	1,098	13,176
PF Admin charges paid by company	105	1,260
Mediclaime and Personal Accident Insurance premium	600	7,200
ESIC Contribution	337	4,044
Gratuity, payable at time of separation, after completing continuous service of 5 years (15 days basic salary for each year of service)	440	5,280
Sub-total (B)	2,580	30,960
Monthly Cost to Company (CTC) (A+B)	12,950	155,397
C. Deductions:		
	Per Month (Rs.)	Per Year (Rs.)
Professional Tax	200	2,500
Employee's contribution to Provident Fund	1,098	13,176
ESIC Contribution	78	933
Income tax deducted at source (TDS)	As applicable	As applicable
Monthly "In-hand" salary: (A)-(C)	8,994	107,827

Notes:

- Your in-hand salary can vary depending upon your income tax liability.

For Offshore Accounting and Taxation Services Pvt. Ltd.

Prittam Jain
Director

Divya Khubchandani



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

20-Apr-2020

Shivani Singh

**Manas Apartment, Pokale Nagar, Shivane N.D.A
Road, Pune,
Pune - 411023,
(Maharashtra) India**

Dear **Shivani**,

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

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

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **03-Aug-2020**, 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


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

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.83500/- (Eighty-Three Thousand Five Hundred Rupees)** 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 and Employers Contribution to Provident Fund

In addition to the basic salary referred to in Paragraph A.1 above as part of Cost to Company (CTC), you shall be entitled to a sum of **Rs.83500/- (Eighty-Three Thousand Five Hundred Rupees)** per annum. The aforesaid part of CTC shall include Employer's contribution under the Provident Fund scheme of the Firm, subject to

ANNEXURE 1
INDICATIVE COST-TO-FIRM PLAN

Shivani Singh
KPMG

Cost-To-Firm Category	Monthly (in INR)	Annual (in INR)
i) Basic Salary	6958	83500
ii) Flexible Compensation	5467	65608
iii) Employer Contribution to Provident Fund	1491	17892
a) Fixed Compensation along with Employer's Contribution to Provident Fund (2019-20) (i+ii+iii)	13916	167000
a) Gratuity	335	4014
b) Insurance Premium		14854
Total Cost to Firm (2018-19) (a+b+c)		185868

Employee Contribution to Provident Fund will be deducted as per the Employee's Provident Fund & Miscellaneous Provisions Act, 1952, subject to your entitlement and the policy of the Firm in that regard. Gratuity will be paid as per applicable rules.

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.


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



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20206336419/Pune/BPS/BTN
Date: 24/02/2021

Ms. Sheetal Jadhav
Sr No. 76/1
Adarsh Nagar
Gatha Lawns,Lohegaon
Pune-411047
Maharashtra
Tel# -9607286075

Dear Ms. Sheetal Jadhav,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of **Rs. 11,250/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



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

Private and Confidential
TCSL/DT20206336419

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Satyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Maan. Pune - 411 057
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: <http://www.tcs.com>
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20206308772/Pune/BPS/BTN
Date: 15/02/2021

Ms. Neha Rajarao Muddala
Flat No 26,R.K.Dreamland Apts
Lane No.13-D
Tingrenagar
Pune-411032
Maharashtra
Tel# -

Dear Ms. Neha Rajarao Muddala,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of **Rs. 11,250/-** per month.You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.


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

Private and Confidential
TCSL/DT20206308772

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Maan, Pune - 411 057
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781



Hutchings School Talegaon

Sr. No. 531, Mission compound,
Station Road, Talegaon Dabhade,
Pune - 410507



DATE:- 24/04/2020

To,

MS. JAKE S. THOMAS,

With reference to your application and subsequent interview, I have pleasure in informing you that you have been appointed as a **Music Teacher** on a pay scale of **Rs. 5200-20200**, with effect from **01st June 2020**.

Basic Rs. 8370/- + DP Rs 2800/- + DA Rs. 5027/- + HRA Rs. 2234/- + CCA Rs 240 + TA
Rs 800/- + PF Mgmt Share Rs 1800/-. The total emoluments will be **Rs 19471**.

Your appointment is purely on contract till last working day of this Academic year 2020-21

The terms and conditions of service are attached herewith.

You will have to undergo a medical examination by doctor within 3 months of the appointment. The appointment would be conditional pending certificate that you are free from any communicable disease and that you are physically fit to be employed on the staff of the school.

If a reply accepting the appointment is not received within 7 days on receiving this letter the place will be filled up.

Thanking you,

Yours truly,

Mrs. S. Cornelius,
Principal



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

November 08, 2019

MISS Kausar Shaikh

Dear Kausar,

Welcome to **Tech Mahindra Business Services Ltd.** We are pleased to offer you the position of **Customer Relation Advisor** in our organization. The terms and conditions of the offer are given below:


1. Your initial place of Posting will be in **PUNE** with **UK-PUNE-Operations**.
2. You are expected to join as early as possible, and not later than **November 07, 2019** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
Your Induction will be on November 07, 2019
Time: 1:00 PM
Venue: 3 House- 1st Floor – NEO Room.
Our contact no. for recruitment is +91(020) 49142141
3. You will be on probation for a period of **three months**. Based on the three monthly assessments, you will be confirmed or extended if deemed necessary, at the company's discretion. Either party can terminate this appointment with fifteen days (15 days) notice in probation or with thirty days (30 days) notice after confirmation or payment in lieu thereof. However, if your service is terminated for fraud, theft, or withholding of information in the application form or for any other form of misconduct, notice pay will not be payable.
4. This offer of appointment is conditional and subject to you clearing the **Reference Check**. If we have reasons to believe that you have not discontinued your previous employment contract (if any) and TMBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Any payments made to you by TMBS from Date of Joining TMBS, needs to be refunded to TMBS immediately and any payments due to you by TMBS shall not be paid by us. Further the duration or period of your work in TMBS shall be treated null and void ab Initio. Your statutory obligations towards PF, EDLI and other Insurances shall stand cancelled.
5. You are willing to work in 24*7 shifts
6. Notwithstanding anything to the contrary stated elsewhere in the employment contract, you Understand that you cannot avail any leaves during training/probation and On Job Training (OJT)
7. You will adhere to the induction/Training shift timings/office working hours including but not limited to Log-in/ Log-out and will comply with the same. You will not violate the same for reason whatsoever including but not limited to religious activities.
8. This is not a regular offer of appointment but a offer letter. The formal letter of appointment will be issued at the time of joining.
9. Please submit the following at the time of your joining.
 - A copy of the relieving letter from your present employer
 - Documentary evidence of the last salary drawn
 - Documentary evidence of date of birth & Educational Qualifications
 - Pre - employment Application Form (if not submitted already)
10. You are informed that any request for a change in process will not be accommodated at the time of joining.
11. The Compensation and Benefits Program applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.
12. We have corporate tie-ups with CITI, ICICI & Kotak Bank for salary accounts. You have the option to choose between the three. Please acknowledge that either of the banks has not identified you as a defaulter _____. If you have been identified please specify the bank, _____. In instances where it comes to our knowledge that you have provided us incomplete/ inaccurate details then this offer will be treated as null & void with retrospective effect.
13. The Company shall not be responsible for any claim arising out of misrepresentation given by any recruitment agency/individual.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with our Organisation and hope you will have a fruitful and successful career with us.

Yours sincerely,

For **Tech Mahindra Business Services Ltd**



Vishal Khanna
General Manager – Talent Aquisition



Validate your offer letter on



Winner of the 2016 and 2017
Gallup Great Workplace Award


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

Compensation and Benefits Plan

Name:-	Kausar Shaikh		
Designation:-	Customer Relation Advisor		
Salary Component	(Amount in INR P.M.)	(Amount in INR P.A.)	
Fixed Salary			
Basic	9000	108000	
Other Allowance	12287	147440	
House Rent Allowance	4500	54000	
Night Shift Allowance	1500	18000	
Statutory Bonus	1000	12000	
Sub Total (A)	28287	339440	
PF - Employer Contribution	1080	12960	@ 12% of Basic Salary
ESIC - Employer Contribution [3.25% of Sub Total (A)]	0	0	
Sub Total (B)	1080	12960	
Fixed CTC (A+B)	29367	352400	
# Performance Incentive @ 100% - (C)	3500	42000	During Probation, you will be paid 1750/-per month. (Refer Net Take Home table below)
Cost to Company (CTC) (A+B+C) @ 100%	32867	394400	
Annual Benefits	-		
Insurance (Medical, GPA & EDLI)	-	5157	
Total Cost (Salary + Benefits)	-	399557	

Performance Incentive :-

1. Represents the targeted amount. Actual incentive amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance.
2. Performance incentive is not applicable during Probation.
3. During Probation you will be paid a monthly training allowance of **Rs 1750/-**

Note:

1. All payments are subject to appropriate taxation
2. The salary structure & additional benefits are liable to change from time to time based on company policy

Notes on Benefits

Insurance: Medical : Coverage :- For Self / Spouse & up to two dependent children, as per company policy
Sum Insured :- Amount - 1.50 Lacs
EDLI / Group personal Accident Insurance (GPA) : Coverage :- Employee
Sum Insured – 6.02 lacs for EDLI & 5 Lacs for GPA

Net Take Home (Pre tax)

	Month 1	Month 2	Month 3	Month 4 – Onwards (once confirmed)	Month 5
Fixed Salary (-) PF, ESIC & PT	27007	27007	27007	27007	27007
Training Allowance	1750	1750	1750	-	-
Performance Incentive	-	-	-	3500	3500
Total Salary	28757	28757	28757	30507	30507

* Note – From Month 4 and post confirmation, actual amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance.

You will receive the monthly training allowance until the 3rd month & from the 4th month you will be aligned to MIP (For the fourth month's performance the conversation will be conducted in the fifth month and incentive payout for the same will be credited on 15th of the sixth month)

After the 1st payout performance incentives will continue getting credited on a monthly basis (15th of following month).

I hereby agree and accept that I have understood all the salary components, my net take home calculation and the incentive payout. I also agree and accept that my salary fitment is as per the Company's policy.



Vishal Khanna
General Manager – Talent Acquisition

Signature :
Applicant Name : Kausar Shaikh



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

NEEM TRAINEE CONTRACT LETTER

Mrs. Aradhana Bendra,
Jalgaon, on stretchway nagar lane no 6,
Pune, Maharashtra,
India - 411047.

Dear Mrs. Aradhana,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in "WNS Global Services Pvt Ltd, Welkfield, Pune" subject to the following terms and conditions:

1. The Period of training shall be 6 months with start date **20-Nov-2019** and end date **19-May-2020**.
2. You will be paid consolidated monthly stipend of **Rs. 16,000 /-**
3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.
4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).
8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
 - i. If you secure gainful employment (on production of copy of the appointment letter) and
 - ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital),
 - iii. Absent from on the job training for more than 3 days without permission,
 - iv. Any kind of disciplinary issue
 - v. Any activity which is against the company where you are getting on the job training or against Yashaswi a NEEM facilitator.

YASHASWI ACADEMY FOR SKILLS

YASHASWI HOUSE, LANE NO 15, PRABHAT ROAD, PUNE - 411 004, MAHARASHTRA, INDIA

T : +91 20 67492727 | E : INFORMATION@YASHASWI.EDU.IN | W : WWW.YASHASWISKILLS.EDU.IN

CIN : UB0903PN2014NPL 151080


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





K-LINE — HOLIDAYS —

LET'S GO... EXPLORE THE UNSEEN....



Dear Yashna Agarwal,

Congratulations! K-Line Holidays is excited to call you our new **Travel Sales Executive** and offer you the part-time position of TSE with an anticipated start date of 1st December 2018.

As the TSE, you will be responsible to the **role** will involve the following key **responsibilities**: Solicit new and existing accounts to exceed revenue goals through telephone solicitation, outside **sales** calls, communication and site inspections (when required). Prepare and deliver appropriate presentations on products/ services.

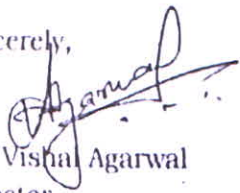
You will report directly to Mrs. Khushboo Agarwal CEO at Market Yard. Working hours are from 3:00pm to 6:00pm, Monday to Saturday. (with Flexibility of Timings)

The starting salary for this position is **Rs.4000/-** per month + Incentives. Payment is on a monthly basis by Cheque.

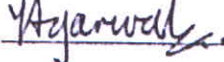
Your employment with K-Line Holidays will be on an notice offer, which means you have to provide notice of 45 days to the company. And Company is free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

Please confirm your acceptance of this offer by signing and returning this letter by 30 Nov.2018

Sincerely,


Mr. Vishal Agarwal
Director
For K-Line Holidays



Candidate Signature: 
Miss Yashna Agarwal
Date: 29/11/2018

Khushboo Agarwal's Hospitality Venture

Flat 202, Building No 12, Meera Society 1,
Opp Gul Poonawala Joggers Park,
Salisbury Park, Gultekdi Pune - 411037

India +91 960 444 8104 | +91 750 705 5112
Dubai 00 971 507 654 489

www.klineholidays.com

info@klineholidays.com

www.facebook.com/KLineTours




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



Mphasis

The Next Applied

Dear Joann Sequera

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 250000

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 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 2019-20 hires anytime between June 2020 to Mar 2021.

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,
Wing 2 - Gr Floor & Wing 3 - Gr to 4th & 7th floor,
EON Kharadi Infrastructure Pvt. Ltd. SEZ,
Plot No 1, Survey No.77, MIDC, Kharadi, Pune-411014

Registered Office: Bagmane World Technology Centre, Marathahalli Outer Ring Road, Doddanakundi Village, Mahadevapura, Bangalore 560 048, India | CIN: L30007KA1992PLC023294



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: January 11, 2020

Ref No: HR/Campus/LO15564925/1

Anjali Jitendra Nandwani
St. Miras's College for Girls, Pune

Letter of Intent ("LOI")

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

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

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma 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 pre-joining trainings and 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 joining Capgemini,

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




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

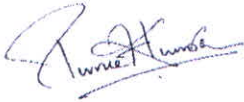
ANNEXURE 1

Anjali Jitendra Nandwani

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: Anjali Jitendra Nandwani

Date: _____




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

Date: 03/01/2020

Intent to Offer

Dear **Chandrika Veeranjanyulu Indla**,

Syntellect ID: **ASBC2002644**

Congratulations!



We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

You may be assigned and/or deputed to any of our subsidiary/affiliated group of Companies/ locations, whenever the Company may deem fit and/or as and when required.

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- You should not have more than 1-year gap throughout your education
- You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such

period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name :	Chandrika Veeranjanyulu Indla	
Designation :	Associate Consultant	
Band & Grade :	AC- AC1	
Pay and Allowance	Monthly	Yearly
Basic Pay (A)	5,367	64,400
HRA (B)	2,683	32,200
Meal Allowance (CC)	1,500	18,000
Special Allowance (D)	180	2,160
City Allowance (EE)	537	6,440
Bonus (F)	2,000	24,000
Co.'s Contribution to PF (G)	1,150	13,800
Transport Expenses	1,600	19,200
Medical Reimbursement Expenses	1,250	15,000
Sub-Total - I (H)	16,267	195,200
Reimbursements and Other Benefits		
Leave Travel Assistance	400	4,800
Sub Total - II	400	4,800
Total Compensation	16,667	200,000



JB

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



Offer: Computer Consultancy
Ref: TCSL/DT20196003819/Pune
Date: 03/01/2020

Ms. Sonam Tiwari
Mkm Hostel, Sadhu Vaswani Mission, Sadhu Vaswani Chowk, PuneAgarkar Nagar,
Sadhu Vaswani Chowk,
Pune-411001,
Maharashtra.
Tel# 91-7391890000

Dear Sonam Tiwari,

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 7 Days, 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 given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

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

TCS Confidential
TCSL/DT20196003819

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune-411005 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.

**GROSS SALARY SHEET**

Annexure 1

Name	Sonam Tiwari
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,332	63,980
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	852	10,224
Gratuity	341	4,098
ESI Contribution##		7,656
Total of Annual Components & Retirals	1,194	18,322
Retention Incentive	NA	0
TOTAL GROSS	15,126	1,93,158

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

##Contribution towards Employees' State Insurance borne by TCS.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Leave Travel Assistance	592	7,100
Food Card	500	6,000
Personal Allowance	1,400	16,800
GROSS BOUQUET OF BENEFITS	5,332	63,980

TCS Confidential
TCSL/DT20196003819

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


Principal Incharge
St. Mira's College for Girls, Pune¹¹



Dear Rahi Bhatnija

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

You will be offered the position of Trainee Transaction Processing Officer in Band 5, Level 3 with Mphasis BPS at a CTC of INR 163000

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 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.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis. We look forward to welcoming you to Mphasis at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason, for business contingencies.

Mphasis intends to onboard 2019-20 hires anytime between June 2020 to Mar 2021.

Yours Sincerely

For Mphasis

HR - Campus Hiring

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

COONA-411001



Dear Vaishali Bhagtari

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

You will be offered the position of 'Trainee Transaction Processing Officer' in Band 5, Level 1 with Mphasis BPS at a CTC of INR 163000

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 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.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis. We look forward to welcoming you to Mphasis at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason, for business contingencies.

Mphasis intends to onboard 2019-20 hires anytime between June 2020 to Mar 2021.

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, SEZ Plot No.1,
Survey No.77, MIDC, Kharadi, Pune - 411 014, India

Registered Office: Bagmane World Technology Centre, Marathehalli Outer Ring Road, Doddanakundi Village, Mahadevapura, Bangalore 560 048, India | CIN: L30007KA199721005594

Deloitte.

Deloitte Consulting India Private Limited

Office Premises bearing no.201, 202, 203, 204, 205 and 206, Fairmont, Level 2, 2nd Floor, High Street, Hiranandani Business Park, Powai, Mumbai Suburban, Maharashtra - 400076

Tel: +91 022 61137000
www.deloitte.com

11/18/2020

Ms. Doyita Mazumdar
C2/302, Manjri Greens Annexe, Pune Solapur Road
Near Yog Hospital, Manjri Budruk,
Pune - 412307

Subject: Offer of Employment

Dear Doyita Mazumdar:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Mumbai**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 18, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.3,25,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.25,000/-** subject to your reporting for full-time employment on **January 18, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

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



Ms. Doyita Mazumdar

Acceptance

I, Doyita Mazumdar, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance



Signature

20/11/2021

Date




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

Date: October 4, 2019
Ref: LTI/HR/Campus/2020
Name: Sayali Kawade
College: St. Mira's College For Girls

OFFER OF EMPLOYMENT

Dear Sayali Kawade,

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.2,60,404/-** 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.

Hello Ritu,

Congratulations...!

You have been offered the position of "**Junior Game Tester (Lo)**" with **Ubisoft Entertainment India Pvt. Ltd.**

We are happy to welcome you to the Ubisoft team!!

Your joining date would be on **6th August, 2020.** You have to report at **9.00 AM** at our premises.

You will be asked to sign the offer letter post your joining.

As discussed following are the seasonal contract details :-

Position : Junior Game Tester

Salary: -2,61,036/- per annum

Duration: 1 Year

- Eligibility for leaves on prorata basis
- Company also provides free breakfast and subsidized lunch

Following is the Office address:-

Ubisoft Entertainment India Pvt. Ltd.

Level 4, B-1,

Kumar Cerebrum, Kalyani Nagar,

Pune




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

This is line with the previous email for documents, please share all the documents (if not shared) by 12:00 PM tomorrow for smooth onboarding.

Feel free to get back to me in case of any further query/ies.va

Looking forward for your acceptance.

BASED ON 50% AS BASIC FOR PF CALCULATION		
Components	Monthly(in Rs)	Annual(in Rs)
Basic	12,022	144264
HRA	3,607	43,279
Entertainment Allowance	1,945	23,344
Employer's Contribution to PF	1,676	20,113
Fixed CTC (A)	19,250	2,31,000
Gratuity	578	6,936
**Bonus	1,925	23,100
Total CTC (B)	21,753	2,61,036
Deductions	Monthly(in Rs)	Annual(in Rs)
Employer's Contribution to PF	1,676	20,113
Employee's Contribution to PF	1,676	20,113
Income Tax
Sodexo Meal Coupons
Professional Tax	200	2,500
Total Deductions (C)	3,552	42,726
	Monthly(in Rs)	Annual(in Rs)
Net take salary =(A)-(C)	15,698	1,88,274
Net and gross salary is applicable to Professional tax and Income tax Hence the deductions towards the same will be made seperately. Bonus will be paid annually based on the company's and individual performance. ** In Lieu of Statutory Bonus		



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

28-May-2020

Dear Rutuja Ashoksaste,
B. Sc, Computer Science
St. Miras College for Girls



Candidate ID – 14206358

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.252,000/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** 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.284,111/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

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: Rutuja Ashoksaste

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1442.392857	17,309
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5060	60,720
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	460	5,520
Annual Gross Compensation			216,749
Incentive Indication (per annum)**			12,000
Annual Total Compensation			228,749
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Gratuity			3,752
Annual Total Remuneration			252,001

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- 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



Provident Fund Wages: For the purpose of computing PF wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. # Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Contribution to ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **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

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.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4363900 /709579,

03/12/2021,

Priya Tejnarayan Mishra
S No82,krushnanagar road no A-2,
Pune ,Maharashtra,
India

Confidential

Dear Priya Tejnarayan Mishra,

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 **03/25/2021** (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 **Mumbai**
- C) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 250,010.00** (Rupees Two Lakh Fifty Thousand and Ten 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.

Page 4 of 21

Priya Tejnarayan Mishra

Software Associate

Total Cost to Company (CTC).

Rs.250,010.00

Monthly Components	Per Month	Annualized
Basic	Rs 10,000.00	Rs 120,000.00
House Rent Allowance	Rs. 0.00	Rs 0.00
Other Reimbursements & Allowances#	Rs. 0.00	Rs.0.00
Personal Allowance	Rs. 4,351.00	Rs. 52,212.00
Advance Statutory Bonus	Rs. 3,064.00	Rs. 36,768.00
Gross monthly salary	Rs.17,415.00	Rs. 208,980.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,722.00	Rs.20,664.00
Gratuity (accrual only)		Rs.5,772.00
Total Fixed Compensation		Rs.235,416.00
Total Cash Compensation		Rs.235,416.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.6,792.00
Total Cost to Company		Rs. 250,010.00



JB

Page 5 of 21

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

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

For Caggemini Technology Services India Limited



Anilkumar Singh
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 Caggemini Technology Services India Limited.

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

Name: Priya Tejnarayan Mishra

Date: 03/12/2021




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



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: January 11, 2020

Ref No: HR/Campus/LO15562910/1

Diksha Mukund Shinde
St.mira's college for girls

Letter of Intent ("LOI")

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

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

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma 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 pre-joining trainings and 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 joining Capgemini,

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


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





ANNEXURE 1

Diksha Mukund Shinde

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: **Diksha Mukund Shinde**

Date: _____




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



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: January 11, 2020

Ref No: HR/Campus/LO15562858/1

Shraddha Ramdas Bhujbal
ST.MIRAS COLLEGE FOR GIRLS

Letter of Intent ("LOI")

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

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

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma 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 pre-joining trainings and 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 joining Capgemini,

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

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





ANNEXURE 1

Shraddha Ramdas Bhujbal

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: Shraddha Ramdas Bhujbal

Date: _____




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

HRD/1000585110/20-21

November 24, 2020

Ms. Yukta Subhash Yadav
Flat 02, Anisha Elegance
Salunke Vihar Road,
Pune-411048
India

Ph: +91-7020739368

Dear Yukta,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **21-Dec-2020**.

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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual 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.




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

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 full Name Location

Certification signature by Richard Lobo
<richard_lobo@infosys.com> Validity Unknown
Digitally signed by Richard Lobo
Date: 2020.11.24.18:53:43 IST
Reason: Digitally Signed
Location: Bangalore



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


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

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Yukta Subhash Yadav
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)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	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.				




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

HRD/1000585102/20-21

November 24, 2020

Ms. Apeksha Eknath Wabale
Flat No. B-201, Promenade Society
Acolade Road, Kharadi,
Pune-411014
India

Ph: +91-8390167715

Dear Apeksha,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **21-Dec-2020**.

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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual 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.



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

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 full Name Location

Certification signature by Richard Lobo
<richard_lobo@infosys.com> Validity Unknown
Digitally signed by Richard Lobo
Date: 2020.11.24 18:53:41 IST
Reason: Digitally Signed
Location: Bangalore



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

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

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Apeksha Eknath Wabale			
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)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	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.				




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



Mphasis

The Next Applied

Dear Pratiksha Magar

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

You will be offered the position of Trainee Transaction Processing Officer in Band 5, Level 1 with Mphasis BPS at a CTC of INR 163000

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 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.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis. We look forward to welcoming you to Mphasis at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason, for business contingencies.

Mphasis intends to onboard 2019-20 hires anytime between June 2020 to Mar 2021.

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, SEZ Plot No.1,
Survey No.77, MIDC, Kharadi, Pune - 411 014, India



Mphasis

The Next Applied

Dear Pratiksha Magar

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

You will be offered the position of 'Trainee Transaction Processing Officer' in Band 5, Level 1 with Mphasis BPS at a CTC of INR 163000

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 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.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis. We look forward to welcoming you to **Mphasis** at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason, for business contingencies.

Mphasis intends to onboard 2019-20 hires anytime between June 2020 to Mar 2021.

Yours Sincerely

For Mphasis

HR - Campus Hiring

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, SEZ Plot No.1,
Survey No.77, MIDC, Kharadi, Pune - 411 014, India



Dear Sanskriti Mutkekar,

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 250000

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 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 2019-20 hires anytime between June 2020 to Mar 2021.

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,

Wing 2 - Gr Floor & Wing 3 - Gr to 4th & 7th floor,

EON Kharadi Infrastructure Pvt. Ltd. SEZ,

Plot No T, Survey No.77, MIDC, Kharadi, Pune-411014

Registered Office: Bagmane World Technology Centre, Marathahalli Outer Ring Road, Doddanankundi Village, Mahadevapura, Bangalore 560 048, India | CIN: L30007KA1992PLC025294



Dear Arti Tathe

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

You will be offered the position of 'Trainee Transaction Processing Officer' in Band 5, Level 1 with Mphasis BPS at a CTC of INR 163000

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 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.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining.

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis. We look forward to welcoming you to Mphasis at Pune. Should you need any further information, write to hireatcampus@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 2019-20 hires anytime between June 2020 to Mar 2021.

Yours Sincerely

For Mphasis

HR - Campus Hiring

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





Dear Anita Rathod

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

You will be offered the position of Trainee Transaction Processing Officer in Band 5, Level 1 with Mphasis BPS at a CTC of INR 163000

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 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.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis. We look forward to welcoming you to Mphasis at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason, for business contingencies.

Mphasis intends to onboard 2019-20 hires anytime between June 2020 to Mar 2021.

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 0702
E: investorrelations@mphasis.com

www.mphasis.com

Mphasis Limited
EON Free Zone, Cluster C,
Wing 2 - Gr Floor & Wing 3 - Gr to 4th & 7th floor,
EON Kharadi Infrastructure Pvt. Ltd. SEZ,
Plot No. 7, Survey No. 77, MIBC, Kharadi, Pune-411014

Registered Office: Register World Technology Centre, 6th/7th floor, Dadasaheb Phalke Road, Durgamkond, 560078, Bangalore India | CIN: L30002KA1992PL002234



Dear Megha Pardeshi

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

You will be offered the position of 'Trainee Transaction Processing Officer' in Band 5, Level 1 with Mphasis BPS at a CTC of INR 163000

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 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.
3. Your clearance of a Typing Test as defined by client, conducted prior to joining

Your joining date will be communicated after you clear the above conditions. We urge you to keep tab of mails which will be sent to your registered mail ID from Mphasis on a regular basis. We look forward to welcoming you to Mphasis at Pune. Should you need any further information, write to hiringatcampus@mphasis.com

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason, for business contingencies.

Mphasis intends to onboard 2019-20 hires anytime between June 2020 to Mar 2021.

Yours Sincerely

For Mphasis

HR - Campus Hiring



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

EON Free Zone, Cluster C,
Wing 2 - Gr Floor & Wing 3 - Gr to 4th & 7th floor,
EON Kharadi Infrastructure Pvt. Ltd. SEZ,
Plot No 1, Survey No.77, MIDC, Kharadi, Pune-411014

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

www.mphasis.com

Registered Office: Bagmane World Technology Centre, Marathahalli Outer Ring Road, Doddanakundi Village, Mahadevapura, Bangalore 560 048, India | CIN: L30007KA1992PLC025294



Offer: Computer Consultancy
Ref: TCSSL/DT20184938412/Pune
Date: 03/01/2020

Ms. Priyanka Popat More
Flat No 9, Binawat Complex Kalepadal Street,
Hadapsar,
Pune-411028,
Maharashtra.
Tel# 91-8806036540

Dear Priyanka Popat More,

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 7 Days, 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 given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

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



TCS Confidential
TCSSL/DT20184938412

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

1

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



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.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

TCS Confidential

TCSL/DT20184938412

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwade 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

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



2

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



Withdrawal of Offer

If you fail to accept the offer from TCSL within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

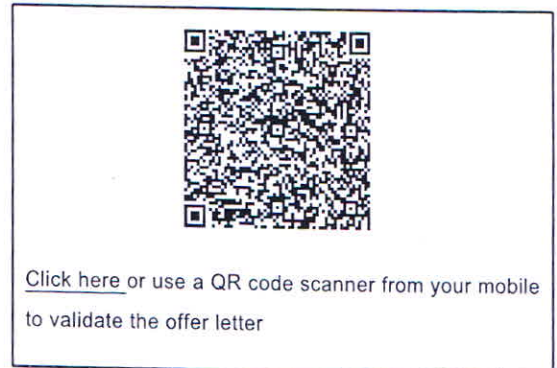
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xperience Centres
- Annexure 3: Confidentiality and IP Terms



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

TCS Confidential
TCSL/DT20184938412

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



GROSS SALARY SHEET

Annexure 1

Name	Priyanka Popat More
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,332	63,980
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	852	10,224
Gratuity	341	4,098
ESI Contribution##		7,656
Total of Annual Components & Retirals	1,194	18,322
Retention Incentive	NA	0
TOTAL GROSS	15,126	1,93,158

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

##Contribution towards Employees' State Insurance borne by TCS.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Leave Travel Assistance	592	7,100
Food Card	500	6,000
Personal Allowance	1,400	16,800
GROSS BOUQUET OF BENEFITS	5,332	63,980

TCS Confidential
TCSL/DT20184938412



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

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



Offer: Computer Consultancy
Ref: TCSSL/DT20196001359/Pune
Date: 03/01/2020

Ms. Sadiya Mohammed Salim Shaikh
455, Nana Peth Pune 42,
Laxmi Automobiles,
Pune-411002,
Maharashtra.
Tel# 91-9623893016

Dear Sadiya Mohammed Salim 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 7 Days, 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 given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

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

S. Shaikh

TCS Confidential
TCSSL/DT20196001359

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Nayan Tara, Ground Floor, S.No. 10-3/A, 1129, TTC, 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 2026986 7777 Fax: 91 2026986 1107 Website: www.tcs.com

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

TCS Careers Service Line: 1800 109 31 11 | Email: careers@TCS.com



Withdrawal of Offer

If you fail to accept the offer from TCSL within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xperience Centres
- Annexure 3: Confidentiality and IP Terms

TCS Confidential
TCSL/DT20196001359

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Nyati Tera, Ground Floor, S.No. 103/A/1/129, E.TS, 1995, Nagar Road, Yerwade, Pune-411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7197 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 1111 Email: careers@tcs.com

10

S. Shaikh



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