



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 2021-2022

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

BridgeTalent Pvt. Ltd.

Offer of Employment: Resume Writer

23rd June 2022

Dear Donita,

We are delighted to offer you the position of Resume Writer. Our interview team was happy with your skills as well as your thoughtful responses to their questions. We also believe that you will be a good cultural fit for our team.

BridgeTalent (India) Pvt Ltd is a subsidiary of Talent Inc. Talent Inc. was founded in 2014 with the mission to help struggling job seekers navigate career changes and differentiate themselves in a competitive job market. Through our brands, we provide professional resume writing, professional CV writing and interview preparation coaching.

Your Compensation

We believe in helping our customers grow and we also firmly believe that it is our people who make this happen for our customers. Our compensation structure is designed to ensure we add the brightest minds to our team who will help elevate our team to the next level. Here are your compensation details:

Your Gross Annual Salary is ₹ 550000 plus benefits. Please refer to the table below for the detailed breakup of your compensation and benefits. This is subject to revision periodically.

Component	Annual	Monthly
Basic Pay	220,000	18,333
House Rent Allowance	110,000	9,167
Leave Travel Allowance	22,000	1,833
Other Allowance	176,400	14,700
	528400	44,033
Employers' Contribution to Provident Fund	21,600	1,800
Gross Salary	550,000	45,830



Address : C-14, Amar Business Zone, Swati Park, Veerbhadra Nagar, Baner, Pune 411045

CIN : U74999PN2022PTC207698 | PAN : AAKCB4474C | TAN : PNEB16859D

Principal
St. Mira's College for Girls

BridgeTalent Pvt. Ltd.

Leaves during notice period are subject to approval from Team Lead. Notice Period buy out option is based on approval from the Team Lead.

Work Location

You will be working in a "hybrid" work model where you will have the opportunity to work from home for most of the days. From time to time, the company may ask you to come to the office for official purposes and you are expected to come for such events.

Required Documentation

On the day of your joining, please ensure that you are ready to share the following information with our finance team for your payroll and medical enrollment information for our records.

- Address Proof (Aadhaar card)
- PAN Card
- Your Bank Account details (Cancel Cheque/Pass Book or Bank Statement showing Bank Account Number and IFSC Code)
- Full and Final Settlement from previous employer (send as soon as u get it)
- Provident Fund - UAN Number
- Personal Email ID
- Mobile Number
- Marital Status
- Full Name and date of births of your legal partner, kids, parents/parents in law.

We look forward to hearing from you and sincerely hope you join our team.

Sameer Srivastav
Head Of Business Operations - India
Bridgetalent Pvt Ltd
(A Subsidiary of Talent Inc.)



JB
Principal Incharge
St. Mira's College for Girls

Address : C-14, Amar Business Zone, Swati Park, Veerbhadra Nagar, Baner, Pune 411045

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भारतीय विज्ञान शिक्षा एवं अनुसंधान संस्थान पुणे

INDIAN INSTITUTE OF SCIENCE EDUCATION AND RESEARCH PUNE

डॉ. होमी भाभा मार्ग, पुणे 411008, महाराष्ट्र, भारत | Dr. Homi Bhabha Road, Pune 411008, Maharashtra, India
T +91 20 2590 8001 W www.iiserpune.ac.in



आईआईएसईआर-पी/ऑफ़र/124/2022
अक्टूबर / October 25, 2022

सुश्री काजल मिश्रा / Ms. Kajal Mishra

क्रमांक 81/1/2ए/16, स्वास्तिक सदन,
चैतन्य भवन के बगल में, आदर्श नगर, लेन। नंबर 4,
न्यू संघवी, पुणे - 411027
S. No. 81/1/2A/16, Swastik Sadan,
Next to Chaitanya Building, Adarsh Nagar, Lane. No. 4,
New Sanghvi, Pune - 411027

विषय : "शिक्षण सहायक (अंशकालिक)" के रूप में आईआईएसईआर पुणे में अनुबंध पर नियुक्ति का प्रस्ताव
Subject : Offer of engagement as "Teaching Assistant (Part-Time)" on contract at IISER Pune

सुश्री काजल मिश्रा / Ms. Kajal Mishra,

"शिक्षण सहायक (अंशकालिक)" पद (विज्ञा. संख्या 69/2022) के लिए आपके आवेदन और तत्पश्चात अक्टूबर 18, 2022 को आईआईएसईआर पुणे में विडियो कॉल पर हुए साक्षात्कार का संदर्भ लें।

This has reference to your application for the position of "Teaching Assistant (Part-Time)" (Advt. No. 69/2022) and subsequent interview held on October 18, 2022 at IISER Pune over video call.

आईआईएसईआर पुणे में आपको "शिक्षण सहायक (अंशकालिक)" पद पे अनुबंध पर नियुक्त करने का निर्णय लिया गया है। आपकी संविदा नियुक्ति के नियम और शर्तें निम्नलिखित हैं:
It has been decided to engage you as "Teaching Assistant (Part-Time)" at IISER Pune on contract. Following are the terms and conditions of your contractual appointment:

1. आपकी नियुक्ति विशुद्ध रूप से अस्थायी आधार पर आपके कार्य ग्रहण तिथि से लेकर 31 मार्च, 2023 तक प्रभावी होगी। नियुक्ति के दौरान निरंतरता संतोषजनक कार्य के अधीन है।



भारत सरकार के शिक्षा मंत्रालय का स्वायत्त संस्थान

An Autonomous Institution of the Ministry of Education, Government of India


Principal Incharge
St. Mira's College for Girls

Engagement of your services will be purely on a temporary basis upto March 31, 2023 with effect from the date of your joining duty. Continuation during the engagement is subject to satisfactory performance.

2. आपकी समेकित परिलब्धियां रु. 8,500/ प्रति माह है।
Your consolidated emoluments are Rs. 8,500/ per month.
3. कार्यभार ग्रहण करने के समय, आपको सत्यापन के लिए निम्नलिखित दस्तावेज लाने होंगे (मूल और स्व-सत्यापित फोटोकॉपी का एक सेट):

क) जन्मतिथि, अर्हता, अनुभव पत्र, वर्तमान नियोक्ता (यदि कोई हो) से भारमुक्त प्रमाण पत्र

ख) आयकर विभाग द्वारा जारी पैन

ग) पासपोर्ट आकार की दो रंगीन फोटो

At the time of joining, you will have to bring following documents for verification (original & one set of self-attested photocopies):

- a) Documents in support of date of birth, qualification, experience & relieving certificate from the present employer (if any)
- b) PAN issued by Income Tax Department
- c) Two passport size colored photographs
4. आप अपनी नियुक्ति की अवधि के दौरान प्रति वर्ष गैर नकदीकरण योग्य / गैर संचयी आनुपातिक आधार पर 15 दिनों के अवकाश के पात्र होंगे।
You will be eligible for 15 days non-encashable / non-cumulative leave per year on pro-rata basis during the period of your engagement.
5. विभागाध्यक्ष / कुलसचिव और / या संस्थान के किसी अन्य प्राधिकारी द्वारा आपको समय-समय पर सौंपे गए सभी कर्तव्यों का पालन करना होगा।
You will be required to perform all duties as assigned by the Project Investigator/ Registrar and / or any other authority of the Institute from time to time.
6. आपकी नियुक्ति से, आईआईएसईआर पुणे में नियमितीकरण / अवशोषण पर आपके कोई निहित या स्पष्ट अधिकार नहीं रहेंगे।

Your engagement would not confer any right implicit or explicit for your consideration for regularization / absorption in the IISER Pune

7. आपकी नियुक्ति की अवधि के दौरान आपको किसी अन्य बाहरी कार्य को स्वीकार करने की अनुमति नहीं दी जाएगी।



The Director, IISER Pune reserves the right to decide and determine any matter / issue not specifically covered under the terms and conditions of this offer, whose decision will be final and binding on both the parties.

यदि उपरोक्त नियम और शर्तें आपको स्वीकार्य हैं, तो कृपया प्राप्ति की तारीख से 07 दिनों के भीतर अपनी स्वीकृति के प्रतीक के रूप में विधिवत हस्ताक्षरित संलग्न अनुलग्नक भेजें।

If the above terms and conditions are acceptable to you, please send the attached Annexure duly signed as a token of your acceptance within 07 days from the date of receipt.

धन्यवाद / Thanking you,


भवदीय / Yours Sincerely,

21/2/22



कर्नल जी. राजा सेखर (सेवानिवृत्त)
Col. G. Raja Sekhar (Retd.)
कुलसचिव / Registrar




Principal Incharge
St. Mira's College for Girls



CONTRACT OF EMPLOYMENT

WITH

Ms. Khushboo Dinyreja
(Herein after referred to as "The Employee")

EMPLOYEE DETAILS:

ADDRESS: A/806, Bessfield Willows, Near Bhowasani Police Pump, Pune - 411010
TEL NO. (R) _____ MOBILE NO. 9184336946
NEXT OF KIN: Mansy Dinyreja TEL NO. 9373133730

This serves to confirm the terms and conditions of employment agreed upon between the parties.

1. DATE OF EMPLOYMENT June 2022

2. DURATION OF EMPLOYMENT: This agreement will continue until it terminates or the earliest of any of the following dates or events-
(a) On April/May 2023
(b) Upon completion of the following project AY- 22-23 or
(c) Upon the completion of the purpose or task(s) for which you are appointed, as stipulated in your job description.

3. JOB TITLE TEACHER

4. BRIEF JOB DESCRIPTION NURSERY

5. SALARY Rs. 11000/- Eleven thousand only

6. METHOD OF PAYMENT Cheque/NEFT



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



Date: 09-Feb-2022

Mr. / Ms. Priyanka Chaurasiya

Dear Priyanka,

We have pleasure in appointing you as Process Associate, in our organization. While you will be initially based at our Pune Office, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as but not later than 11-Feb-2022.

2. Salary

Your compensation will be Rs. 2,44,642/- (Rupees Two Lakhs Forty Four Thousand Six Hundred and Forty Two Only) per annum on a cost to company (CTC) basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at 4% of your fixed emoluments, i.e. Rs.8846, which is a part of your total emoluments as mentioned in Annexure-1. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to 200% of your Performance Incentive. Your incentive payout will happen monthly.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by 15 days' notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on '30 days' notice by either party.

8. Other Work

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vignansagar, Pune - 411 014, Maharashtra (INDIA) Tel : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Annur, K. K. Road, K. K. Road, Bengaluru - 560 092, (INDIA) Tel No. : +91 80 4034 3434 / 6191 6000

LLPIN: AAI-5010291 (Registered with Limited Liability)

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72300PN2006FTC128475) up to February 07, 2017)



Principal Incharge
St. Mira's College for Girls

Since 1911

The **Hitavada** 8

NAGPUR | BHOPAL | RAIPUR | JABALPUR

www.ehitavada.com

No.HTN/Estt / 2225

Date 6th October, 2022

To,
Ms Maltrayee Sangitrao
Plot No. 13, Maltrayee Sadan,
Prajapati Nagar
Yavatmal-445001

Dear Madam,

With reference to your application, we are pleased to inform you that you have been temporarily appointed as **Trainee Sub Editor** for a period of six month on a fixed consolidated payment of Rs 20,000/- (Rupees Twenty thousand only) p.m., with effect from 06.10.2022, on the following terms & conditions :-

1. That this appointment of yours does not confer or constitute any claim of yours for your further continuance in service beyond the above period.
2. It may please be noted that during the above period of your appointment you will not be eligible for any monetary benefits as is available to our staff on regular establishment, nor any paid leave.
3. On expiry of the above period of your appointment, your services would automatically stand terminated unless they are extended further.
4. You will be required to do your duties and work to the entire satisfaction of your superiors. So also as and when required, you will have to work even on holidays and on Sundays as may be scheduled in accordance with the needs of the management.
5. While in our employment you will not work for any other Co./Estt. or management even on part-time basis also without written permission from the undersigned.
6. You will be required to work in shift duties as assigned to you by your superiors from time to time. You will have to carry out the duties and assignments as given to you by your superiors from time to time and you will be responsible and answerable to them for your day-to-day work. You will also seek their advice and guidance as and when required and when necessary while discharging your duties.
7. The above appointment is liable for termination/discontinuance at any time with one month's notice in writing on either side without assigning any reason.

Please confirm that your appointment on the terms and conditions as mentioned above is acceptable to you.

Yours faithfully,



General Manager

Copy to: 1) Editor
2) A/c Sec.
3) Estt. Sec.

Principal Incharge
St. Mira's College for Girls

H.O. : Pandit Jawaharlal Nehru Marg, Dhantoli, Nagpur - 440 012 Tel: +91-712-2423155, 6636200
email : nagpur.hitavada@gmail.com, hitads@thehitavada.com
Raipur : Avantil Vihar, Telbandha, G.E. Road, Near Railway Crossing, Raipur - 492 006 Ph: (0771) 4233977, 4233988
email : hitavadaraipur@gmail.com
Jabalpur : Civic Centre, Dava Bazar, Madha Taal, Jabalpur - 482 001 Ph: (0761) 2410977, 2403977
email : hitavadajabalpur@gmail.com
Bhopal : 281, 1st Floor, Simran Tower, Near Vikramaditya College, MP Nagar, Zone-II, Bhopal - 462 011 Ph: 0755-4272280
email : nilavadaadyt.bpl@gmail.com

23-Sep-2021

Shivani Benson

A1/102 Kailash Manas

NIMB Road Mohammadwadi Near Nine Hills Pune Maharashtra 411060

India

Letter of offer

Dear Shivani,

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

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Sr. Associate - Ops**.

Compensation: Your Total Gross Pay will be **INR 4,30,000 (Indian Rupees Four Lakh, Thirty Thousand Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **23-Sep-2021**.

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

AUSTRALIA
COSTA RICA
INDIA
THE PHILIPPINES
ROMANIA
SRI LANKA
UAE
UK
USA



JR
Principal Incharge
St. Mira's College for Girls

For WNS Global Services Pvt. Ltd.

Accepted and Agreed

Adil S. Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition Group

Candidate's Name & Signature

Annexure II			
Name	:	Shivani Benson	
Title	:	Sr. Associate - Ops	
Role Band	:	A	
BU/EU	:	Utilities	
Compensation Component	Ref	Amount(INR) Per Month	Amount(INR) Per Annum
Basic Salary		12,975	1,55,700
House Rent Allowance		6,488	77,850
City Compensatory Allowance		7,571	90,850
Sub Total - I	A	27,033	3,24,400
Bonus / Incentive (4)	(a)	0	0
Company's contribution to Provident Fund (1)		1,800	21,600
Company's contribution to ESI (3)		0	0
Sub Total - II	B	1,800	21,600
Total Fixed Pay	C = A + B	28,833	3,46,000
Bonus / Incentive at Maximum Level (4)	(b)	7,000	84,000
Gross Pay (CTC) at Minimum Level	D = C	28,833	3,46,000
Gross Pay (CTC) at Maximum Level	E = D + (b) - (a)	35,833	4,30,000
BENEFITS			
Gratuity payable As per Payment of Gratuity Act, 1972			
Note:			
1) Company's contribution to Provident Fund (PF): In cases where PF wages is above the statutory maximum limit of INR 15,000/- p.m., you have an option to choose the deduction of 12% on actual PF wages. In such situation, various component of the compensation will be adjusted to accommodate your request. PF wages considered for this calculation will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952.			
2)The Company provides following discretionary Insurance benefits: a) Medical Insurance: For Self or Family Floater, as per Company policy b) Personal Accident Insurance: For Employee, as per Company Policy c) Life Insurance: For Employee, as per Company Policy d) Parents can also be covered individually or through a Floater at an annual premium as per the company policy. You would have to enroll and pay the sum separately through payroll. Note: The company reserves the right to make appropriate changes to the Insurance plan as and when necessary.			
3) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of the monthly salary.			
4) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive at maximum level is inclusive of Bonus / Incentive included in the Total Fixed Pay. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.			



JF
Principal Incharge
St. Mira's College for Girls

For WNS Global Services Pvt. Ltd.

Accepted and Agreed

Adil S. Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition Group

Candidate's Name & Signature

Hi Sakina,

Congratulations!

We are excited that our discussions with you during last few days are taking shape & take pleasure in extending you the Offer for the position of Consultant GRO on the payroll of Team Lease at the salary of INR 12000-Per Month with IGT Solutions for 6 months contract from date of joining. You'll be handed over a detailed offer letter shortly.

We have kept your joining date as 20th Dec, 2022. You are requested to report at 10:00 AM for joining at venue -

IGT Solutions Pvt. Ltd., Welkfield IT Citi Info Park, Tower D, 6th floor, IGT Solutions, Sakore Nagar, Near Novotel Hotel, Viman Nagar, Pune, Maharashtra.

Customer appreciation is the foremost reward for any organization. IGT prides itself as an organization known for delivering solutions that are highly commended by all our customers.

I believe your performance will enable us to raise the bar even higher and continue on the path of fast growth as one of the most valued companies.

We take this opportunity in wishing you a very successful growth filled career with us and look forward to leverage your expertise for the organizational growth.

In the meanwhile, should you have any queries, please let me have the opportunity to come back to you with the answers to your satisfaction.

Looking forward to see you on board with us at the earliest!!

Kindly acknowledge this email.

Regards,

Antra Priyadarshini

Executive - GRO



T: + 91 (0) 124 458 7308

M: + 91 9719434484

antra.priyadarshini@igtsolutions.com
www.igtsolutions.com

IGT Solutions Pvt. Ltd.


Principal Liaison
St. Mira's College for Girls

14th December, 2021

Ms. Uzefa Sajjadali Shah

Pune

Offer of Employment

Dear **Uzefa**,

Based on our discussions, we are pleased to offer you full time employment in our Company, **Roverpath ITES Pvt Ltd ("the Company")** subject to the terms mentioned herein.

This offer is subject to receipt of satisfactory references and proof of your eligibility to work in India.

1. Position

You shall join as the "**Business Development Executive**", in the [Department of Operations and you will be located in Pune. You may be transferred in future to any other location, as may be required by the Company at any given point of time.

2. Compensation

Your Cost to Company (CTC) for the year will be **INR 1,98,000 PA**, (Indian Rupees One Lakhs Ninety Eight Thousand only) all inclusive; you shall be paid a fixed gross monthly remuneration of **INR 16,500 / -** (Indian Rupees Sixteen Thousand Five Hundred only) with deduction of PF & PT, on monthly basis. All payments are subject to Indian Income Tax, and other Statutory Laws as applicable.

The details of your salary break up and benefits are as described in detail in the Annexure enclosed herein. In addition, you shall be entitled to all statutory benefits provided to you under applicable local laws. You may also be entitled to emoluments or benefits, if any announced by the Company from time to time, and that may be prevailing at any point of time.

3. Joining Date

You are required to join on **16th November, 2021** at **12:30PM** and report to Human Resources, failing which this offer will stand withdrawn and/or be treated as cancelled.

4. Code of Conduct and Disciplinary Action

Subject to the applicable provisions of laws, your employment will be governed strictly by the policies that may be framed and remain in force from time to time. The employment can be terminated simpliciter by giving seven (7) days' notice in writing by either you or the Company.



1


Principal Incharge
St. Mira's College for Girls

Email: info@roverpath.com

Address: 004, 1st Floor, A – Wing, City Vista Downtown, Kharadi Pune 411014

Website: <http://www.roverpath.com>

ANNEXURE I

COMPENSATION & BENEFITS

Name: **Ms. Uzefa Sajjadali Shah**
Designation: **Business Development Executive**
DOJ: **16/11/2021**

Components	Per Month	Per Annum
FIXED COMPONENT		
Gross Salary	15,984	1,91,813
Company's Contribution to PF	5,16	6,188
COST TO COMPANY	16,500	1,98,000

If Basic Salary is less than INR 15000 INR, Company's contribution and employee's contribution towards PF is taken at 12% of Basic Salary.

Professional Tax of INR 200 per month and 300 for Feb will be deducted.

Performance Based Incentive Plan will be shared by your Head of Department upon joining of the company.

Yours sincerely,
For **Roverpath ITES Pvt Ltd**



Anjali Benrobinson
Human Resource

ANNEXURE II

LIST OF DOCUMENTS

You are required to provide copies of the following documents on the day of your joining:




Principal Incharge
St. Mira's College for Girls

SUHAAN FOUNDATION

(Reg. No. 774)

Letter Of Appointment

Date of Joining:- 13/09/2021

Dear *Prakesha Chajjed*,Appointed as **F2F Fundraising Executive**.

We refer to your recent interview for the above position and are pleased to inform you that we are offering you the above position for the F2F Fundraising Executive in our organization.

Rules and Regulations:-

- **Salary:-** As discussed, the salary will be **10k** that will be given to you in cash or transferred to your bank account on the 10th of every month.
- **Probationary Period:-** A Probationary Period of 6 – 12 months needs to be served by the candidate, from the date of joining. But the organization has the right to discontinue you from any point of time.
- **Working Hours:-** As discussed, the first 3 days will be your training period. The working hours will be 6 hours everyday. Half day will be marked if you are late by 15 mins or more than your reporting time.
- **Leave Policy:-** One day off on the weekday (i.e. Either on Monday, Tuesday, Wednesday, Thursday or Friday) will be granted. It will be a paid leave. Apart from that, all the leaves will result in deduction of a certain amount from the salary.
- **Notice Period:-** Before leaving the job, a notice period of 1 month needs to be served and only then there will be release of the previous salary. A replacement of the same job profile needs to be found and given to the organization.



JK
Principal Incharge
St. Mira's College for Girls



22-Jul-2022

Snehal Shrinivas jinde

Sr No 176 Ramkrushna Dhamalwadi Bhekrai Nagar

Pune Maharashtra - 412308

India

Letter of offer

Dear Snehal,

With reference to your application and the subsequent interview you had with us, we are in **WNS Global Services Pvt. Ltd.**, based at our **Pune - Welkfield** office. The key components of your offer are as detailed below :-

pleased to inform you that you have been selected as **Sr. Associate - Ops**

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Sr. Associate - Ops**

Compensation: Your Total Gross Pay will be **INR 3,87,200 (Indian Rupees Three Lakh, Eighty Seven Thousand, Two Hundred Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

AUSTRALIA

COSTA RICA

INDIA

THE PHILIPPINES



Jk
Principal Incharge
St. Mira's College for Girls



APPOINTMENT LETTER

13 October, 2022

Dear **Ishshah Isabel M,**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-MH-Pune**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 88000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.




JK
Principal Incharge
St. Mira's College for Girls

ANNEXURE I

Name	Ishshah Isabel M
Designation	Associate
Date Of Joining	13 October, 2022
Level	AA
Basic	88000
House Rent Allowance	44000
Bonus	17600
WBP	44047
PF	15826
Gratuity	4233
ESI	6294
Target Cost To Company (per Annum)	220000




Principal Incharge
St. Mira's College for Girls



OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT

Pragati Jha
48/2 chandan nagar, near cycle mart, kharadi,
pune – 411014
MH
IND

Dear Pragati,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for Fixed-Term Employment (hereinafter the "Offer cum Appointment Letter") the position of **CAP Associate(DP)[S]** at **Pune, India**.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your fixed-term employment with Amazon India will commence on **16-Aug-2022** and shall end as per the provisions contained in Section 14 herein below.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion,

1



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233


Principal Incharge
St. Mira's College for Girls



either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

- 3.1 You will be employed in the position of **CAP Associate(DP)[S]**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.
- 3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.
- 3.3 You acknowledge that during the course of your fixed-term employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.
- 3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

2



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Principal Incharge
St. Mira's College for Girls.



breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies , or your failure to return Amazon India's property.

- 6.3 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your duties on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures.

7. Contribution to Employees' Provident Fund

Amazon India will contribute to Employees' Provident Fund (EPF) as and when required by the Employees' Provident Funds and Miscellaneous Provision Act, 1952 read with the Employees' Provident Funds Scheme, 1952, and as further described in Amazon India's Policies and Procedures.

The Employees' Provident Fund Organization ('EPFO'), the statutory body established under Employees' Provident Funds and Miscellaneous Provisions Act, 1952, requires linking of the employee's Aadhaar details with their respective Universal Account Number ('UAN'). For this purpose and to enable Amazon India to make the EPF contributions, Amazon India will collect a copy of your e-aadhar, which needs to be uploaded by you on Amazon HRS tool prior to commencement of your employment with Amazon India. Foreign Nationals / Overseas Citizens of India shall be required to provide a copy of the first and last page of their valid passport for this purpose.

You acknowledge and provide your consent to Amazon India to use your aadhaar/e-aadhaar or passport (as the case may be) during the tenure of your employment with Amazon India for the purpose of any other requirement under a Government scheme or benefit that may mandate production of such documents as per the applicable law(s) and/or for Amazon India's compliance with its obligations under applicable law(s).

8. Leave

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

9. Confidential Information and Confidentiality Obligations

- 9.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

4



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

JK
Principal Incharge
St. Mira's College for Girls

OFFER LETTER

Sakshi Kolte

Dear Sakshi,

It's a pleasure in appointing you to our Company as HR Co-Ordinator.

At Pune or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

APPOINTMENT

- a. Your date of appointment is effective from the date of joining which shall be as soon as possible but not later than 18th July, 2022.
- b. You will be on-probation for 6 six months from the date of joining. If in the opinion of the company you are found suitable in the appointed post you will be confirmed.
- c. The retirement age is 58 years.
- d. You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case, you will be governed by the terms and conditions of service applicable to the new assignment.

NOTE:

1: You should be working in any process for at least 6 months to be eligible for appraisals. (Joining date to be consider till Sep)

COMPENSATION

You will be eligible to receive the following: Annual CTC of Rs. ₹ 3,00,000.00




Principal Incharge
St. Mira's College for Girls

Ref.No : MBS/HO/2021/21719

Date : 05-10-2021

To,
PORNIMA MACHINDRA TAPKIR

D/O Machindra Tapkir,Gajanan Residency,Hindavi colony,Dehu phata,Alandi Pune 410501

Sub : Offer Letter

Employee Code : 076716

Working Location : PUNE

Dear Ms. PORNIMA

Further to the discussion you had with us, we are pleased to offer you the position of COUNSELLOR in our organization with a Gross salary of Rs.16379/- per month.

The details of the salary break up is given below.

Gross	Basic	HRA	CONV.	PF Employee	ESI Employee	PT	NTH	PF Employer	ESI Employer	CTC
16379	9827	3276	3276	1572	123	200	14484	1703	532	18614

Please note that this offer letter is valid, subject to your signing and returning a copy of this letter within fifteen working days. Also, kindly submit the resume with passport size photo at the time of joining.

We welcome you and are delighted that you have chosen to be part of our team. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

Thanking you,

Yours truly,

For, **Modern Business Solutions**

Authorized Signatory.




Principal Incharge
St. Mira's College for Girls.

Date : 16/10/2021

To,

Salary Account Group

PUNE

Sub : Opening of Salary Account of our Employee

Dear Sir,

This is to certify that Mr./Ms PORNIMA MACHINDRA TAPKIR is our employee and working with us since 05-10-2021.

Employee details mentioned below :

Employee Name:	PORNIMA MACHINDRA TAPKIR
Employee Id:	076716
Birth Date :	20-03-1999
Bar Code :	
ICICI Form No:	
ICICI Account No:	

This is for your information. Kindly open salary account for the above Employee(s).

For, Modern Business Solutions




Authorized Signatory.




Principal Incharge
St. Mira's College for Girls



Prakash Education & Sports Society

Committed to Excellence in Education

24

PRAKASH MEMORIAL SCHOOL

(In the memory of Lt Mr Prakash Jagganath Ubale)

Ubale Nagar, Chokhi Dhari Road, Wagholi, Pune - 412207.

Phone: +91 9146999599, +91 9146999699, +

919146999799 www.pess.org.in

Email: info@pess.org.in, enquiry@pess.org.in

JOINING LETTER

Date : 27/03/2021

To,

Ms. Ravina Jagtiani

Sub: Joining order as a Pre - Primary Teacher in Prakash Memorial School, Ubale Nagar, Wagholi, Pune.

Dear Ma'am,

We are glad to inform you that, we have selected you as a Pre - Primary Teacher in our school named Prakash Memorial School, Ubale Nagar, Wagholi, Pune with the subsequent observation and based on the evaluation of your resume, including educational qualifications and the interview the trust is pleased to offer you a joining letter with a monthly salary of Rs. 15,000/-.

Your joining date will be 27-03-2021. After the completion of six months, you will be given an appointment letter based on your selection for the above post.

Yours Sincerely

M. Rodricks

Ms. Maria Rodricks
(PRINCIPAL)

S. P. Ubale

S. P. Ubale

Mr. Sachin Prakash Ubale
(DIRECTOR)



Principal Incharge
St. Mira's College for Girls



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20217786912/Bangalore/BPS/BTN

Date:17/05/2021

Dear Ms. Mehak Motilal Milani,

Sub: Letter of Provisional Offer and Terms of Employment.

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

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

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

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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

Private and Confidential
TCSL/DT20217786912

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

No 42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India
Ph.: +91 80 6724 2000 Fax 91 80 2852 1910 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



Jk
Principal Incharge
St. Mira's College for Girls



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

Yours Sincerely,

For Tata Consultancy Services Limited.

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No TCSL/DT20217786912/Bangalore/BPS/BTN on _____ (DD/MMM/YYYY).

Signature:

Name:

Date:



JK
Principal Incharge
St. Mira's College for Girls

Private and Confidential

TCSL/DT20217786912

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

No 42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India

Ph.: +91 80 6724 2000 Fax 91 80 2852 1910 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 :14 August 2021

Satorupa Sunil Show

Sr No 20/03/03 Vrundavan Society Kharadi

Pune-411014

Sub: Employment Letter

Dear Satorupa,

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Service Associate** in the **Operations** with **CONNEQT Business Solutions Limited** (The Company) with effect from **14 August 2021** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR. **176172.00** In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be Rs **201600.0** This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **14 August 2021**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Kharadi Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

1. Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
2. Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
3. PAN Card and Aadhar Card
4. Cancelled Cheque




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Q CONNQCT

BUSINESS SOLUTIONS LIMITED

Name Satorupa Sunil Show
Grade 1A
Designation Customer Service Associate

You will be entitled to the following remuneration effective your date of joining.

Component	Amount (Rs) Per Month	Amount (Rs) Per Year
A. Fixed Pay		
Basic Salary	5880.00	70560.00
House Rent Allowance	3528.00	42336.00
Other Allowance	3943.00	47316.00
Advance Statutory Bonus	490.00	5880.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.		
PERFORMANCE INCENTIVE @ Meeting Expectation(100%)	840.00	10080.00
C. MONTHLY GROSS (A+B)	14681.00	176172.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1179.00	14148.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company)	283.00	3396.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	477.00	5724.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. TOTAL COST TO COMPANY (C + D)	16800.00	201600.00
F. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident F und Contribution. As per the act, you will contribute the same amount as employee contribution)	1179.00	14148.00
ESI -Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary . As per the act, 0.75% of your monthly gross will be recovered towards you.)	110.00	1321.00

Provident Fund contribution will be recovered over 12 days. Insurance + Other allowance + Food coupons + Education allowance + Special allowances if any. Contribution is limited to Rs. 15000/- wages as stipulated under Provident Fund Act.





Principal Incharge
St. Mira's College for Girls

I accept the terms of this letter



Private & ConfidentialDate : 23/10/2021BLESSY VARGHESEK/8 301, KATEPURAM SOCIETY, PHASE 2NEAR STAR MARKET, PIMPLE GURAV, MAHARASHTRA -411061**APPOINTMENT LETTER**Dear BLESSY VARGHESE,

Subsequent to the meetings between Concentrix Daksh Services India Private Limited (hereinafter, 'Concentrix'/Company) and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job profile, would be Advisor I, Customer Service. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be Pune.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 28/10/2021 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on 25/10/2021 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at glen.james1@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.3

Concentrix Daksh Services India Private Limited

Registered Address: Hindustan Times House, Level 10, K G Marg, Connaught Place

New Delhi- 110001, India

91 11 68137745

CIN: U72200DL1999PTC102972

info@concentrix.com · www.concentrix.com




Principal Incharge
St. Mira's College for Girls

1.5 As per Company regulations you are required to furnish before joining, documentary proof of your last drawn salary, educational qualifications and work testimonials and also that you are free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date. (Document Checklist)

2. Terms and Conditions:

2.1 Valid Passport:

(A) Comp Grade 12 & 11: Clause 2.1.1

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. If you do not hold a valid passport on the date of joining, you must apply for a passport and submit copy of your passport within 180 days from your date of joining. Failure to do so may lead to termination of your employment.

In the event that you fail to submit a copy of your passport within 180 days from date of joining, the Company may instead (and at its sole discretion) require you to undergo a background check from a service provider identified and approved by the Company. Such background check will verify details such as your residential details, criminal records, and other details as determined by the Company. You will be required to bear the cost for such background check (such cost can be upto INR 1500). You expressly agree by signing this agreement that this amount will be deducted/ recovered from your salary. The Company may deduct this cost from your salary in a series of monthly installments or as a single deduction, at its sole discretion.

(B) Comp Grade 10: Clause 2.1.2

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. In the absence of a valid passport, proof of having applied for passport should be submitted on the day of joining and a copy of your valid passport should be submitted within 90 days from date of joining. Failure to do so may lead to termination of your employment.

However, In the event that you fail to submit the copy of passport within 90 days from date of joining, the Company may instead (and at its sole discretion) require you to undergo a background check from a service provider identified and approved by the Company. Such background check will verify details such as your residential details, criminal records, and other details as determined by the Company. You will be required to bear the cost for such background check (such cost can be upto INR 1500). You expressly agree by signing this agreement that this amount will be deducted/ recovered from your salary. The Company may deduct this cost from your salary in a series of monthly installments or as a single deduction, at its sole discretion.

2.1.3 If you are not an Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in India for the duration of your employment (unless you are permanently transferred to an office outside India).

2.2 While in the employment of the Company, you may be required to undergo mandatory on-the job training/s as per applicable policies and procedures of the Company, at the end of which an assessment may be conducted. If you do not clear the assessment then the Company reserves a right to either:

- a) Require you to undergo another training program; or
- b) Offer you a transfer to an alternate process (which may have a reduced pay structure) if declared "Not Suitable" for the process you were originally hired for. Please note that in the event of you not consenting to the transfer to the alternate process or to the reduced pay structure your services may be terminated; or
- c) Terminate your services.

2.3 The compensation offered to you is based on your employment history credentials including your prior work experience, the type of industry and compensation offered to you by the previous employer. If you are unable to produce documentary evidence (Please see the Document Checklist in the Annexure) to substantiate the same, your compensation shall be modified and the compensation offered in this Appointment letter shall no longer be valid.



Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.3


Principal Incharge
St. Mira's College for Girls

Regd. Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EDN Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No. 72/2/3, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91(20) 48538200



Salary Break up Annexure

Name: Riddhi Wadhvani

Date: 09-March-2022

Salary Component	Amount
Basic	₹ 112,000
House Rent Allowance	₹ 44,800
Flexible Cash Component	₹ 123,200
Total Fixed Pay (TFP)	₹ 280,000
Retirals	
Employer's contribution to PF	₹ 21,600
Gratuity	₹ 5,387
Sub Total	₹ 26,987
Annual Fixed Pay (TFP + Retirals)	₹ 306,987
Monthly Gross	₹ 23,333

Northern Operating Services Private Limited

Note: This is a System Generated Document and does not require physical signature.

This document contains confidential information. If you are not the intended recipient, you are not authorized to use or disclose it in any form. If you have received this in error, please destroy it along with any copies and notify the sender immediately.

My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

Name & Email Address : Riddhi Wadhvani , wadhwaniriddhi@gmail.com

Start Date: Will be Confirmed by HR as appropriate date approaches.



Jh
Principal Incharge
St. Mira's College for Girls



Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,
Survey No.72/2/1, Kharadi, Pune – 411 014,
Maharashtra, India.
Main - +91(20) 48538200



23-June-2022

Rukaiya Saifuddin Hyderabadwala
rukaiyash2001@gmail.com
C-2, 202, Natasha Enclave,
NIBM Road, Kondhwa,
Pune- 411048

Dear Rukaiya,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Investment Operations Outsourcing Department** within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Rukaiya Saifuddin Hyderabadwala of C-2, 202, Natasha Enclave, , NIBM Road, Kondhwa, , Pune- 411048.

Any reference to “this agreement” throughout is reference to the terms and conditions of your employment as set out in this Statement.

1. Conditions

Your employment is conditional on:

- (a) your agreement to and acceptance of this Employment Agreement;
- (b) you providing Northern with a valid Aadhaar number
- (c) your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;
- (d) should Northern request it, a medical assessment and report satisfactory to Northern;
- (e) the completion of background screening checks, including criminal records checks, (both prior to the commencement of your employment and on a recurring basis during employment) and receipt of written references to the satisfaction of Northern;
- (f) you providing Northern with satisfactory proof of any relevant qualifications, as may be requested by Northern;



Jk
Principal Incharge
St. Mira's College for Girls



Regd Off:
Northern Operating Services Pvt. Ltd.
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Maharashtra, India.
Main - +91(20) 48538200



**NORTHERN
TRUST**

9. Salary

Your Annual Fixed Pay will be ₹ 306,987, inclusive of all hours worked. A detailed breakdown of your Annual Fixed Pay is set out in **Annexure 1**.

Salary will be payable on a monthly basis, in arrears in 12 equal instalments. This will be credited to your account on or before the last working day of each month, subject to statutory deductions.

In accordance with the Analyst salary framework, your next salary review will be in the quarterly review cycle following the completion of 12 months in the role. Any subsequent increase after this will be as per the company's Annual Review Cycle, as laid out below.

The annual performance appraisal cycle is from January to December. Your base salary will be reviewed by Northern in or about April each calendar year, or at any other time determined by Northern from time to time. Annual salary adjustments will normally be effective on 1 April each year, subject to the rules in this regard and at Northern's absolute discretion.. In undertaking this review Northern may have regard to any matter in its absolute discretion. This review will not necessarily lead to an increase in your base salary. There will be no review of salary after notice has been given by either party to terminate your employment.

You consent to the deduction of any sums you owe to Northern at any time from your salary or from any payment due from Northern to you. You also agree to make any payment to Northern of any sums owed by you to Northern upon demand by Northern at any time.

10. Benefits

The benefits set out below are discretionary and may be varied or removed by Northern at any time without notice.

- (a) Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- (b) Northern offers Private Health Insurance for all employees and their dependents (as defined by the insurers) from the first day of employment;
- (c) Personal Accident Insurance is provided for all Northern employees; and
- (d) Group Term Life Insurance is provided for all Northern employees.

The above-mentioned insurance benefits are subject to: (i) acceptance by the insurers; (ii) the terms and conditions of the insurance policy (which may change from time to time); (iii) the premium being at a rate which Northern considers reasonable; and (iv) the agreements with the insurers. Benefits may be restricted both on an individual and/or aggregate basis. If an insurance provider refuses for any reason to provide insurance for you, Northern shall not be



Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
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SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,
Survey No.72/2/1, Kharadi, Pune – 411 014,
Maharashtra, India.
Main - +91(20) 48538200



Annexure 1

Salary Annexure

Salary Component	Amount
Basic	₹ 112,000
House Rent Allowance	₹ 44,800
Flexible Cash Component	₹ 123,200
Total Fixed Pay (TFP)	₹ 280,000
Retirals	
Employer's contribution to PF	₹ 21,600
Gratuity	₹ 5,387
Sub Total	₹ 26,987
Annual Fixed Pay (TFP + Retirals)	₹ 306,987
Monthly Gross	₹ 23,333

Additional Benefits:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance is provided to the employee and his/her dependants (as defined by the insurers);
- Life and Accident cover is provided for the employee only.

Note:

- Flexible cash component can be further used for claiming tax exemptions on LTA subject to limits.
- Shift allowance where applicable is paid as per prevalent policy.
- Employee State Insurance (ESI) is a statutory contribution towards government health insurance in addition to Northern provided Insurance (for eligible employees only).

Northern Operating Services Private Limited

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JK
Principal Incharge
St. Mira's College for Girls



14-Feb-2022

**Roseline Pillay
Bopodi, Pune,
Pune - 411020,
(Maharashtra) India**

Dear Roseline,

On behalf of KPMG Assurance and Consulting Services LLP (the 'Firm'), I am pleased to offer you the position of Analyst in Forensic-PEBC with the Firm.

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

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by 27-Jun-2022, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the 'Probation Period') from your actual date of joining. During the Probation Period,



Jh
Principal Incharge
St. Mary's College for Girls

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.86000/- (Eighty-Six Thousand 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, you shall be entitled to a sum of **Rs.86000/- (Eighty-Six Thousand Rupees)** per annum towards allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual of the Firm including Employer's contribution under the Provident Fund scheme of the Firm, subject to



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

What Kinds of Loans Are Acceptable?

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

ANNEXURE 1 INDICATIVE COST-TO-COMPANY PLAN

Roseline Pillay
KPMG Assurance and Consulting
Services LLP

Compensation Category	Monthly (In INR)	Annual Target Earning (In INR)	Annual Maximum Potential Earning (In INR)
i) Basic Salary	7167	86000	86000
ii) Flexible Compensation	5831	67568	67568
iii) Employer Contribution to Provident Fund	1536	18432	18432
a) Fixed Compensation along with Employer's Contribution to Provident Fund (Annual) (i+ii+iii)	14334	172000	172000
b) Gratuity	345	4135	4135
c) Insurance Premium#		13967	13967
d) Performance Linked Bonus		19000*	38000**
Total Cost to Company (Annual) (a+b+c+d)		209000*	228000**





Date: 14/02/2022

Ref. No. SCHOFF32419

Ms. Sarah Kinariwala
D-903 Marvel Isola
NIBM Road, Undri
Pune
Maharashtra
India-411060

Subject: Offer Letter

Dear Sarah Kinariwala,

We are pleased to offer you the position of "Jr. Content Writer" at Schbang with effect from 16/02/2022 10:00 AM. We believe that your experience and skills will play a great part in creating some Schbanging work.

The appointment is on the terms mutually agreed during the course of the interview. Your CTC would be ₹ 300,000 /Year.

On the acceptance of the offer, you will receive a mail with a link for the documentation, you are requested to upload the soft copies of all the documents prior to your date of joining and the same needs to be submitted on the day of joining (we promise there aren't too many).

Your first day(s) will begin with the Schbanger's induction. You will meet your colleagues and over the first month get a preview of our work culture and receive the tools and information you need.

You may also follow our Facebook <https://www.facebook.com/schbang/> Instagram <https://www.instagram.com/schbang/> and Website <https://www.schbang.com/> pages for regular updates on our work, achievements, and some of our shenanigans!

We are excited to bring you on board. Do feel free to get in touch with us in case of any queries that cross your mind.


Note: This is a system generated Offer Letter and requires no Authorization.

Schbang Digital Solutions Private Limited

Page 1 of 1

Head Office: Unit 307-302, D Wing, Trade World, Kamala Mills, Lower Parel, Mumbai-400013




Principal Incharge
St. Mira's College for Girls



freeskout
Lash Technologies Pvt Ltd

EMPLOYMENT LETTER

15-09-2022

NAME: Ayushi Keshari

ADDRESS: Chaman Singh , Bagh
Road, , Ballia

Dear Ayushi,

Welcome to Freeskout! We are excited to have you join us as UI/UX Designer at our Delhi office. Your employment will be a full time role. Your date of joining will be 19-09-2022. Your annual compensation will be INR 521600/- per annum.

Your roles and responsibilities will include the following points:

ROLES & RESPONSIBILITIES:

1. Responsible for collecting user requirements, designing graphic elements, and building navigation components.
2. Develop both functional and appealing features that manage our essentials and help us expand our customer base.
3. Compile and consider user requirements in collaboration with product managers.
4. Demonstrate design ideas using storyboards, process flows, and sitemaps.
5. Design graphic user interface elements, like menus, tabs, and widgets
6. Develop UI mockups and prototypes Create original graphic designs (e.g. images, sketches, and tables).
7. Set up and present rough drafts to internal teams and look to troubleshoot UX problems (e.g. responsiveness)
8. Complete layout adjustments based on feedback
9. Stick to style standards on fonts, colors, and images.

For LASH TECHNOLOGIES PVT. LTD.

Lakshay Bhambhani
Director, Freeskout

{{employee_sign}}

Principal Incharge
St. Mary's College for Girls



J-208, Rajouri Garden,
New Delhi - 110027

+91 99907 99946
+91 99907 99945

info@freeskout.com
www.freeskout.com

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 05/09/2022

Bhavya Shree Ramesh Babu

C11066842

201-B1,El Castillo,Kesanand,Wagholi,Pune,Maharashtra 412207

8668718233

Dear Bhavya Shree Ramesh Babu,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 10.9 May-2022

1

Candidate's Signature _____

Reference Id: 27bd8a6c-e2e6-467e-8ec5-e7365f0836a5_1
Signed By: MAHESH VASUDEG ZURALE



Principal Incharge
St. Mira's College for Girls

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		3,00,000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		25,500/-
Maximum Annual Total earning potential(A+B)		3,25,500/-
(C)# Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)		INR 5,000/-
Notional Insurance Premium paid by Company		INR 11,300/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)		INR 341800/-
(D)##Additional Discretionary Reimbursements		
Annual Internet reimbursement		INR 12,000/- (capped at INR 1,000/- per month)
(E)Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value		INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion,



Principal Incharge
 St. Mira's College for Girls



Date: March 11, 2022
 Ref: LTI/HR/Campus/NE6/2022
 Name: Rutuja Satkar
 College: St miras college for girls

OFFER OF EMPLOYMENT

Dear Rutuja Satkar,

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, your CTC including all benefits will be **Rs.3,14,000/-** as per the details mentioned in '**Annexure-1**'.

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

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

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.




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ANNEXURE-1

Name	: Rutuja Satkar	Date	: March 11, 2022
Salary Grade	: AT1		
Components	Rs. p.a.	Rs. p.m.	
Basic		15,000	
Bouquet of Benefits		6,015	
Bonus		1750	
A. Base Salary (PA)	273,180	22,765	
Annual Incentive	0		
B. Total Variable (PA)	0		
C. Total Target Cash (A+B)	273,180		
Provident Fund (PF)	21,600	1,800	
Gratuity	8,664	722	
Mediclaime Premium	10,556		
D. Retirals & Other Benefits	40,820		
Cost to Company (CTC) C+D	314,000		



Jk
 Principal Incharge
 St. Mira's College for Girls



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20229482092/Pune/BPS/BTN
Date: 25/08/2022

Ms. Shruti Santosh Rajguru
 Sr No.284,Aeropolis Society ,Phase 2
 Porwal Road
 Lohegoan
 Pune-411047
 Maharashtra
 Tel# -8007194570

Dear Ms. Shruti Santosh Rajguru,

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. **16,000/-** 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.



JR
 Principal Incharge
 St. Mira's College for Girls

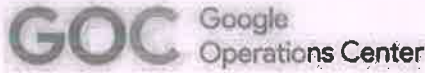
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 TCSL/DT20229482092

1

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

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Contract of Employment

August 26, 2022

Aishwarya saji
401, A1 wing, belleza blue society,
keshav nagar, mundhwa,
pune - 411036

Dear Aishwarya,

GOC Services India Private Limited ("Company" or "GOC") is pleased to offer you employment as Analyst with the Company on the following terms and conditions. This offer and your continued employment is conditional upon you:

- (i) demonstrating that you have a valid right to work in India at all times during your employment and maintaining in force any necessary visas, permits, registrations or licences to enable you to lawfully work for the Company in India;
- (ii) successfully completing all background checks required by the Company from time to time, including criminal checks and verification of your employment history;
- (iii) providing satisfactory written evidence, on request, that you have obtained all relevant qualifications (including relevant educational qualifications) required for the role;
- (iv) you reporting for work as instructed by GOC on the Commencement Date, as defined below; and
- (v) at least 10 working days prior to the Commencement Date (a) providing a copy of your Aadhaar card and PAN card to the Company or (b) furnishing to the Company a copy of an application made by you to the relevant authorities to obtain such cards.

The Company reserves the right to withdraw this offer (before the Commencement Date, as defined below) or terminate your employment (if you have already commenced work) if you are unable to meet any of the above conditions, including if any data provided as a part of the background checks is found to be factually incorrect, or if any of the checks are found to be unsatisfactory in the Company's sole discretion, or if the Company finds that you have not provided information relevant for the checks.

For Google Services India Private Limited
By

Sachin
Sachin Pande
HR Business Partner Senior Manager, GOC

AGREED AND EXECUTED

DocuSigned by:
Aishwarya
E12D43ACB8E103

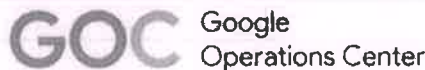
Aishwarya saji
Date: August 26, 2022



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

GOC Confidential - 1

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CONTRACT OF EMPLOYMENT

This contract of employment ("Agreement") is made and entered into between GOC Services India Private Limited, with its registered place of business at Meenakshi Technova, Survey No: 116, 117, 119, 128/AA and 129 Road No. 2, Financial District, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Telangana 500032, and Aishwarya saji, of 401, A1 wing, belleza blue society, keshav nagar, mundhwa, pune - 411036 ("you")

1. Commencement and Term of Employment

1.a Your employment will commence on September 19, 2022, or such other date as agreed in writing by the parties ("Commencement Date")



**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

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23-Feb-2022

Monalisa Pradhan

C10845214

52/2B, lane no. 3 , Parashar society, nagar road, kharadi bypass pune -14

Subject: Offer of Employment ("Offer")

Dear **Monalisa**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - System and Application Services Associate

Management Level – 12



Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Dec 2021



Candidate's Signature _____

Reference Id: 30755429-48bc-4175-ac51-b39b66d93330_1
Signed By: Mahesh Vasudeo Zurale

Jk
Principal Incharge
St. Mira's College for Girls

ANNEXURE 1**COMPENSATION & BENEFITS****Annual Total cash compensation structure as per the Company guidelines is:**

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		3,00,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		25,500
Maximum Annual Total earning potential (A+B)		3,25,500
(C) Additional Notional Benefits		
# (C) Gratuity as per law + Benefits		8,000
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)		3,33,500

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.

Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Dec 2021

4

Candidate's Signature _____



Jh
Principal Incharge
St. Mira's College for Girls

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 04/22/2022

Supriya Narendra Mazumdar

C11006780

Chinmayee Bhawan, Plot No.12, S.No.257, Lane No.6, Khese Park, Lohegaon Rd., Pune-411032

9158298057

Dear Supriya Narendra Mazumdar,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 10.0 Apr 2022

1

Candidate's Signature _____



Jh
Principal Incharge
St. Mira's College for Girls

ANNEXURE I**COMPENSATION & BENEFITS**

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,00,000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	25,500/-
Maximum Annual Total earning potential(A+B)	3,25,500/-
(C)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 5,000/-
Notional Insurance Premium paid by Company	INR 11,300/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 341800/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E)Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion,




 Principal Incharge
 St. Mira's College for Girls

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Date: 05/09/2022

Rachana Rajeev Bhalerao

C11068531

23/3 Jenni villa house opposite to rajni corner 2 Balaji nagar dhankawadi pune 43

8237476917

Dear **Rachana Rajeev Bhalerao**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 10.0 May-2022

1

Candidate's Signature _____

Reference Id: 42192272-15ee-40de-b44e-e0d5c2f08f51_1
Signed By: MAHESH VASUDEO ZURALE


Principal Incharge
St. Mira's College for Girls

ANNEXURE I**COMPENSATION & BENEFITS**

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		3,00,000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		25,500/-
Maximum Annual Total earning potential(A+B)		3,25,500/-
(C)# Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)		INR 5,000/-
Notional Insurance Premium paid by Company		INR 11,300/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)		INR 341800/-
(D)##Additional Discretionary Reimbursements		
Annual Internet reimbursement		INR 12,000/- (capped at INR 1,000/- per month)
(E)Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value		INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion,



Jh
Principal Incharge
St. Mira's College for Girls



19-May-2022

Dear Shradha Krishnat Powar,
BCA, Computer Application
St Mira's College for Girls, Pune

Candidate ID – 21306687

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared 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 **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 252,000/-**. This includes an annual target incentive of **INR 12,000 /-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

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



Principal Incharge
St. Mira's College for Girls

Compensation and Benefits

Name: Shradha Powar Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
Annual Gross Compensation			220,500
Incentive Indication (per annum)**			12,000
Annual Total Compensation			232,500
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			252,000

Note: The Insurance amount may vary subject to market conditions from time to time.

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

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



Principal Incharge
St. Mira's College for Girls



19-May-2022

Dear Arti Kumari,
BCA, Computer Science
St Mira's College for Girls, Pune

Candidate ID – 21306729

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared 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 **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

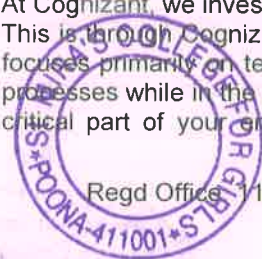
This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

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



Principal Incharge
St. Mira's College for Girls

Compensation and Benefits

Name: Arti Kumari

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
	Annual Gross Compensation		220,500
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		232,500
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		252,000

Note: The Insurance amount may vary subject to market conditions from time to time.

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6



From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

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

Principal Incharge
St. Mira's College for Girls



19-May-2022

Dear Savita Rooparam Choudhary Choudhary,
BCA, Computer Application
St Mira's College for Girls, Pune

Candidate ID – 21306775

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared 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 **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

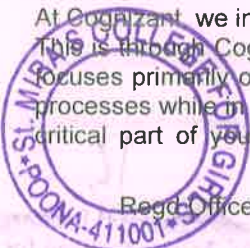
This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

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



Principal Incharge
St. Mira's College for Girls

Compensation and Benefits

Name: Savita Rooparam Choudhary Choudhary **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
	Annual Gross Compensation		220,500
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		232,500
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		252,000

Note: The Insurance amount may vary subject to market conditions from time to time.

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity





19-May-2022

Dear Saraf Shrutika Khanderao,
BCA, Computer Application
St Mira's College for Girls, Pune

Candidate ID – 21306938

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared 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 **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 252,000/-. This includes an annual target incentive of INR 12,000/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

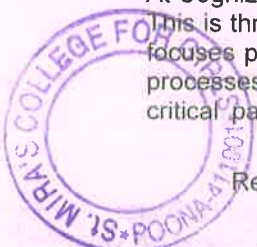
2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

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

Principal Incharge
St. Mira's College for Girls



Compensation and Benefits

Name: Saraf Khanderao

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
	Annual Gross Compensation		220,500
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		232,500
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		252,000

Note: The Insurance amount may vary subject to market conditions from time to time.

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

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



JK
Principal Incharge
St. Mira's College for Girls



Letter of Intent (LOI)

Superset ID: 2144558

March 21, 2022

Dear SHRUTI KUMARI,

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

Your annual total remuneration will be **INR 252,000/-**. This includes an annual incentive target of **INR 12,000/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

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

This LOI from Cognizant is valid for 1 week from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

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

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

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

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources




Principal Incharge
St. Mira's College for Girls





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

Superset ID: 2301337

Letter of Intent ("LOI")

Dear Prachi Gaikwad,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst 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 accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.




 Principal Incharge
 St. Mira's College for Girls

ANNEXURE 1

Prachi Gaikwad
Associate and A3

You will be under probation for six (6) months from your date of joining Caggemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. On completion of 1 year of service from your date of joining, you will receive a fixed incentive of **INR 25,000 (Rupees Twenty-Five thousand only)**


Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment

For & On Behalf of Caggemini

Tejinder Sethi
Head - Fresher Hiring

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950 Page 3 of 3




Principal Incharge
St. Mira's College for Girls



CAREERS

(/careers-home)



Submit & Print

March 26, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 2844001/12, Fax: (080) 28440256

Dear Shekinah Salve,

Sub: Enrollment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrollment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro" or "Company").

Please read through the terms and conditions of your enrollment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen



Principal Incharge
St. Mira's College for Girls

General Manager - Human Resources**Endorsement**

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship**1. PROFILE:**

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.

ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of **Rs.2,00,000/-** per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:





Date: February 16, 2022

Letter of Offer

Dear Sana Jiwani,

Further to your interview dated February 16, 2022, we are pleased to offer you the position of **Technical Support Executive** in our organization.

Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

On joining, you will be subject to the employee policies and practices of Cybage Software Private Limited. A summary of the present policies is included as Annexure-2 to this offer letter for your reference. Also refer Annexure-3 for the list of documents to be submitted at the time of your joining.

You are required to join duties with effect from **March 07, 2022** at our **Pune** office for this offer to be valid.

You would be eligible for the appraisal in **April 2023**.

Kindly report at the following address, at 9:15 a.m. on your date of joining –

Cybage Software Pvt. Ltd.
Cybage Towers, Kalyani Nagar,
Behind Gold Adlabs,
Pune, India.

Cybage may defer and/or cancel this offer at any time before or after your joining in case any information furnished by you is found incorrect or misleading.

We look forward to your joining Cybage at the earliest and wish you a successful career with us.

Thanking you,

Sincerely,
For Cybage Software Pvt. Ltd.

Tina Rastogi
Vice President - Human Capital Management



Jh
Principal Incharge
St. Mira's College for Girls

Cybage Software Pvt. Ltd.

(An ISO 27001 Company)

Survey No 13A/I+2+3/1 Wadgaon Sheri, Pune 411014, INDIA. Tel: +91-20-66044700, Fax: +91-2066041701

www.cybage.com

ANNEXURE-1**SALARY BREAK-UP**

Name: Sana Jiwani
 Designation: Technical Support Executive
 Date Of Joining: March 07, 2022
 Department: Support Services
 Primary Skill: Technical Support
 Location: Pune

No.	Components of Salary	Amount Rs. (per annum)
A	Monthly Salary components	
i	Basic	1,80,000
ii	HRA	86,520
iii	Children Education Allowance	36,300
iv	Bonus Ex-Gratia	43,260
v	Conveyance Allowance	64,890
vi	LTA	21,630
vii	EPF Employer's Contribution	23,400
	ANNUAL GROSS FIXED SALARY	4,56,000
B	Major benefits	
viii	Gratuity	8,658
ix	Insurance-Medicaid	6,600
x	Insurance-Term Life	2,072
	TOTAL COMPENSATION (A+B)	4,73,330
C	Variable Pay	45,600
D	COST TO COMPANY (A+B+C)	5,18,930

*Details mentioned in the "Explanation of terms used" section in the next page.



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

Cybage Software Pvt. Ltd.

(An ISO 27001 Company)

Survey No 13A/I+2+3/1 Wadgaon Sheri, Pune 411014, INDIA Tel: +91-20-66044700, Fax: +91-2066041701

www.cybage.com



Ubisoft Entertainment India Private Ltd.
Level 5, B-3, Kumar Cerebrum,
Kalyani Nagar, Pune- 411006

21-March-2022

Simran Victor Fernandes

Bajarpath Kasal Sub District Kudal District Sindhudurg State : Maharashtra
Pin Code 416603

Followed By: Shweta Paladkar

Dear Simran Victor Fernandes (83024)

Further to our discussions, we are delighted to offer you an appointment with Ubisoft Entertainment India Private Ltd., Pune ("Ubisoft" or the "company") for the post "Junior Game Tester (L0)", as per the terms of reference given below.

Terms and Conditions

1. You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company Policy") of Ubisoft as applicable, enforced, amended or altered from time to time during the course of your employment.
2. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your roles and responsibilities may vary. You are required to report to our office in Pune. You will be reporting to such person in Ubisoft as may be indicated to you from time to time. However, your services are transferable and can be seconded or deputed by the Company to any of the Ubisoft operations or operations of Ubisoft's associate Companies in India or abroad. Ubisoft further reserves the right to transfer your employment to any other company or legal entity, as part of any transfer of undertaking of Ubisoft or as part of any restructuring or amalgamation or such other plan implemented by Ubisoft or by which Ubisoft is bound, on such terms and conditions as applicable to such plan.
3. Subject to your accepting this appointment letter and reporting to duty on, **21-march-2022** your appointment is effective from the date of joining. **You shall be on a contract period for 1 year from the date of joining.** You shall be on a probationary period of **six months**, at the end of the probationary period, your performance will be reviewed and if found satisfactory, the contract period can be further extended, reduced or waived at the discretion of the management. During the probationary period, either party may terminate this appointment by giving **15 days'** notice or payment of salary in lieu thereof.

After successful completion of six months contract, either party may terminate this appointment by **1 month** in writing or payment of salary in lieu thereof.

At the end of the contract term, the duration may be extended, on such terms and conditions as may be mutually agreed by the parties.

Ubisoft may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities which breach either (i) is incapable of remedy; or (ii) if capable of

I | Page

Ubisoft Entertainment India Private Limited

Registered Office : Level 6, B-3, The Cerebrum IT Park Kalyani Nagar Pune MH 411006 IN

Branch Office - Sigma Building - Unit 6, 6th floor, Technology Street - Hiranandani Gardens, Powai - 400076

Tel: 020-6642 4500/022-68400500

CIN: U72200PN2008FTC131975 Email: UbisoftIndia@ubisoft.com

www.ubisoft.com

DS

Simran



DS

KS

Principal Lacharge
St. Mirra's College for Girls



9. You may be required to sign any relevant confidentiality agreement as per Company Policy / Practice. Specifically, however, you will have to comply with the Company's non-disclosure policy.
10. The Employee shall not, during the term of his employment and for a period of 6 months following termination ("Restricted Period"), directly or indirectly, whether as owner, partner, investor, consultant, agent, co-venturer or otherwise (other than through ownership of publicly-traded capital stock of a corporation which represents less than five percent (5%) of the outstanding capital stock of such corporation), (i) compete with the Company in any business activities which are similar to or might reasonably be expected to compete or conflict with any aspect of the business of the Company, or which affect the proper and efficient performance of the Employee's duties ("Restricted Business"), [without the prior written consent of the Company], or (ii) undertake any planning for any Restricted Business [without the prior written consent of the Company].
11. The Employee shall not, during the Restricted Period, directly or indirectly, (i) hire or attempt to hire any employee of the Company or anyone who was such an employee within the six (6) months preceding such hire or attempt to hire, (ii) assist in hiring or any attempt to hire of anyone identified in clause (i) of this sentence by any other person, or (iii) encourage any employee or independent contractor of the Company to terminate his relationship with the Company.
12. The Employee shall not, during the Restricted Period, directly or indirectly, solicit or encourage any customer or prospective customer of the Company to terminate or diminish its relationship with any of them, or to conduct with any person any business or activity which such customer conducts or proposes to conduct with the Company.
13. Ubisoft acknowledges that certain confidential information of the Company, whether or not marked as such, may be disclosed or made available to you by virtue of your appointment. You shall not disclose or use at any time, either during or after termination of employment, for yourself or for the benefit of any third party, except as required in your duties to the Company, any proprietary/confidential information, whether or not developed by you, unless you first obtain approval from the management or unless and until such information shall have become general public knowledge by any means other than disclosure by you. Your obligations of confidence and non-use shall survive termination of his employment with the Company.
14. You shall not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to Ubisoft or its subsidiaries or affiliates, except with prior written approval.
15. Your gross annual compensation (Cost to Company) shall be **INR 261,036.00 p.a. Two Lakh Sixty-One Thousand and Thirty-Six Rupees Only** and shall be subject to statutory deductions such as Income Tax, Profession Tax, Provident Fund, etc. The detailed breakup of your gross annual compensation shall be provided you at a later date. Ubisoft assumes no responsibility for your personal tax affairs, and your tax liability in respect of your remuneration is entirely your responsibility. Provided however, Ubisoft may from to time, deduct any statutory deductions / withholding tax as may be required by applicable law that has to be complied with as an employer.
16. All intellectual property rights in any work or material developed by you during the course of your employment shall belong to and be the property of Ubisoft and you confirm and agree that you shall not be entitled to claim any rights over such intellectual property. If required by Ubisoft, during or after the term of this engagement, you shall assign and transfer in favour of Ubisoft or, at the request of Ubisoft, in favor of any of

Seynaads



KS





Annexure A

Position Title: **Junior Game Tester (L0)**

Total Cost to Company (CTC): **INR 261,036.00 p.a.**

Your compensation is **Two Lakh Sixty-One Thousand and Thirty-Six Rupees Only** per annum on a cost to company basis and will be broken up under various heads based on company policy.

This amount includes all benefits and variable pay if any as described below and may be varied from time to time subject to Ubisoft's discretion.

Salary Structure:

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	231,000
Gratuity	578	6,936
**Bonus	1,925	23,100
Total CTC (B)	21,753	261,036
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	188,274
Net and gross salary is applicable to Professional tax and Income tax		
Hence the deductions towards the same will be made separately.		

Bonus: You will be eligible for a Bonus payout, which is calculated at 10% on fixed CTC as mentioned in the compensation details above. The mode of payment for Financial Year will be as follows.

No Bonus will be paid during the first Six months of the contract.

Bonus payout amount will be retroacted from date of joining after successful completion of six months contract/probation. Amount of Bonus paid will be purely based on the company's and individual performance.

Handwritten signature



Handwritten initials

Handwritten signature
Principal Incharge
St. Mira's College for Girls

Arti Prakash Tathe
Pune
India

OFFER LETTER

Date: 12-07-2022

Dear Arti Prakash Tathe,

We have pleasure in offering you a position as "Trainee" in our Atos Group Company at "Pune", with effect from your date of joining. Please note that if you do not join on or before "18-July-2022", this offer will be treated as withdrawn.

- 1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) **Rs.14,621**(Fourteen Thousand Six Hundred Twenty One) per month. The Salary breakup has been detailed out later in the offer letter.
- 2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.
- 3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
- 4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion
- 5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
- 6) The other terms and conditions are detailed in the attached "Conditions of Service"
- 7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
- 8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company
- 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- 10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company / customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters. You shall maintain utmost confidentiality of the Confidential Information which you had gained access to and shall not breach the confidentiality requirements laid down by the Company. This also covers any and all industrial and intellectual property rights, such as, without limitation, inventions, patent, copyrights, designs, diagrams, drawings, computer software, programs, systems, structures, architectures etc. belonging to Atos and/or made or originated during the duration of any customer project and twelve months thereafter and falling within the scope of the customer activity will be the property of the Company / customer.
- 11) You agree to promptly disclose to Company all ideas, discoveries, inventions, improvements, software, writings and developments that may be authored, conceived, developed or reduced to practice by you either solely or jointly with others during the term of your employment under these circumstances:




Principal Incharge
St. Mira's College for Girls

NAME : **Arti Prakash Tathe**
DESIGNATION : **Trainee**
GCM Level : **0**
Grade **TO**
Expected DOJ : **18-July-2022**
Joining Location : **Pune**

<u>Component</u>	<u>Amount (Rs.)</u>
Basic	14,621
BOA	0
Monthly Gross	14,621
A Annual Gross	1,75,457
Provident Fund	21,055
Gratuity	8,439
B Retirals	29,494
(A+B)	2,04,952
Statutory Bonus	18,737
C Statutory Bonus *	18,737
D ESIC** Employer contribution	6,311
CTC per annum (A+B+C+D)	2,30,000

**Employer Contribution to Employee's State Insurance Corporation (ESIC)

In addition to the above,

- You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy

- You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable




 Principal Incharge
 St. Mira's College for Girls



Offer: Computer Consultancy
Ref: TCSL/DT20218690851/Pune
Date: 29/01/2022

Ms. Shraddha Rasik Surve
 D1-602 Fantasy Uttam Townscapes Airport Road, Sainik Nagar,
 Vishrantwadi,
 Pune-411006,
 Maharashtra.
 Tel# 91-8308986348

Dear Shraddha Rasik Surve,

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 **₹1,90,926/-** 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 **₹7,950/-** per month.

TCS Confidential

TCSL/DT20218690851

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Wati Tiara, Ground Floor, 5.No 103/A/1/129, CT5 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 3113 Email: careers@tcs.com



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



GROSS SALARY SHEET

Annexure 1

Name	Shraddha Rasik Surve
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
TOTAL GROSS	15,129	1,90,926

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.

Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
GROSS BOUQUET OF BENEFITS	4,343	52,110



JK
Principal Incharge
St. Mira's College for Girls

TCS Confidential
TCSL/DT20218690851

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



January 31, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Bhakti Sawant,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen", written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement



I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning

Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs. 12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs. 14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First Year	15000	488	15,488/- (*)





Ubisoft Entertainment India Private Limited
Level 5. B-3, Kumar Cerebrum, Kalyani Nagar,
Pune-411006

Followed by: Rony Mathai

09-August-2021

NONDISCLOSURE AGREEMENT

This Nondisclosure Agreement (hereinafter the "NDA") is made by and between UBISOFT Entertainment India Private Limited (hereinafter "UBISOFT"), and **Uzma Shaikh (Employee ID: 78988)** with an address at **Durrani Complex Building No K Flat No 4 Duggad Marathi School Kondhwa Khurd Pune Maharashtra 411048** (hereinafter "the Employee"), relating to the disclosure of confidential information and materials.

UBISOFT and the Employee being hereinafter jointly referred to as the "Parties".

Given the fact that, among other things, UBISOFT, its parent company and its affiliates operate a highly creative and specialized high-tech business, and that they have devoted considerable human and financial resources to the research and development of operating and production methods, applications, procedures and ideas, the Employee acknowledges that the undertaking of nondisclosure constitutes a basis for and is of the essence of his Employment Contract.

The Parties hereto mutually agree as follows:

1. Definition of the Confidential Information. "Confidential Information" means any information, regardless of form, proprietary to or maintained in confidence by UBISOFT, including but not limited to any information, technical data or know-how relating to discoveries, ideas, inventions, concepts, business plans, new products, contracts, proposals, documents, mechanical and electronic design drawings, logos, title, design, script, schedule, language, report, analysis, process data, program, source codes, object codes, research, prototype, survey, new technologies, trade secret, production plans, publicity plans, specifications, test procedures, schematics, writings, materials, methods, operations, procedures, marketing techniques, marketing plans, strategies, financial information, financial statements, customer and other business data and other information (hereinafter collectively referred to as the "Confidential Information"), which is disclosed by UBISOFT or by its Affiliates on its behalf whether before, on or after the date hereof, directly or indirectly, in writing, orally or visually to the Employee or any of its other employees or directors.

2. Exceptions to non-disclosure. The obligations imposed upon the Employee herein shall not apply to Confidential Information which is (i) or becomes generally available to the public through no wrongful act of the employee; (ii) independently developed by the employee; (iii) received lawfully from a third party without restriction and without breach of this NDA; (iv) required by any judicial or governmental request, requirement or order, provided that the Employee will take reasonable steps to give the UBISOFT sufficient prior notice in order to contest such request, requirement or order. In any such event, the Employee will disclose only such Confidential Information as is legally required and will exercise reasonable efforts to obtain confidential treatment for any Confidential Information being disclosed. The Employee shall bear the burden of showing that any of the foregoing exclusions applies to any information or materials.

3. Consequences of disclosure. The Employee understands and acknowledges that Confidential Information had been developed or obtained by UBISOFT by the investment of significant time, effort and expense. The Employee recognizes that the unauthorized use or disclosure of any Confidential Information disclosed by UBISOFT would cause irreparable injury to UBISOFT. The Employee agrees that, in addition to other available legal or equitable remedies and damages, UBISOFT shall be entitled to a temporary injunction to restrain

1 | Page

Ubisoft Entertainment India Private Limited

Registered Office : Level 6, B-3, The Cerebrum IT Park Kalyani Nagar Pune MH 411006 IN

Branch Office : Sigma Building - Unit 6, 6th floor, Technology Street - Hiranandani Gardens, Powai - 400076

Tel : 020-6642 4500/022-68400500

CIN : U72200PN2008FTC131975 Email : UbisoftIndia@ubisoft.com

www.ubisoft.com

DS

us



DS

SM

Principal Incharge
St. Mira's College for Girls



Ubisoft Entertainment India Private Ltd.
Level 5, B-3, Kumar Cerebrum,
Kalyani Nagar, Pune- 411006

09-August-21

Uzma Shaikh
Durrani Complex Building No K Flat No 4 Duggad
Marathi School Kondhwa Khurd Pune
Maharashtra 411048

Followed By: Rony Mathai

Dear Uzma Shaikh,

Further to our discussions, we are delighted to offer you an appointment with Ubisoft Entertainment India Private Ltd., Pune ("Ubisoft" or the "company") for the post "Junior Game Tester (L0)", as per the terms of reference given below.

Terms and Conditions

1. You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company Policy") of Ubisoft as applicable, enforced, amended or altered from time to time during the course of your employment.
2. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your roles and responsibilities may vary. You are required to report to our office in Pune. You will be reporting to such person in Ubisoft as may be indicated to you from time to time. However, your services are transferable and can be seconded or deputed by the Company to any of the Ubisoft operations or operations of Ubisoft's associate Companies in India or abroad. Ubisoft further reserves the right to transfer your employment to any other company or legal entity, as part of any transfer of undertaking of Ubisoft or as part of any restructuring or amalgamation or such other plan implemented by Ubisoft or by which Ubisoft is bound, on such terms and conditions as applicable to such plan.
3. Subject to your accepting this appointment letter and reporting to duty on, **09-August-21** your appointment is effective from the date of joining. **You shall be on a contract period for 1 year from the date of joining.** You shall be on a probationary period of **six months**, at the end of the probationary period, your performance will be reviewed and if found satisfactory, the contract period can be further extended, reduced or waived at the discretion of the management. During the probationary period, either party may terminate this appointment by giving **15 days'** notice or payment of salary in lieu thereof.

After successful completion of six months contract, either party may terminate this appointment by **1 month** in writing or payment of salary in lieu thereof.

At the end of the contract term, the duration may be extended, on such terms and conditions as may be mutually agreed by the parties.

Ubisoft may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities which breach either (i) is incapable of remedy; or (ii) if capable of

1 | Page



Ubisoft Entertainment India Private Limited
Registered Office : Level 6, B-3, The Cerebrum IT Park Kalyani Nagar Pune MH 411006 IN
Branch Office : Sigma Building - Unit 6, 6th floor, Technology Street - Hiranandani Gardens, Powai - 400076
Tel : 020-6642 4500/022-68400500
CIN : U72200PN2008FTC131975 Email : UbisoftIndia@ubisoft.com

www.ubisoft.com

Principal Incharge
St. Mira's College for Girls



Annexure A

Position Title: **Junior Game Tester (L0)**

Total Cost to Company (CTC): **INR 261,036.00 p.a.**

Your compensation is **Two Lakh Sixty-One Thousand and Thirty-Six Rupees Only** per annum on a cost to company basis and will be broken up under various heads based on company policy.

This amount includes all benefits and variable pay if any as described below and may be varied from time to time subject to Ubisoft's discretion.

Salary Structure:

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	231,000
Gratuity	578	6,936
**Bonus	1,925	23,100
Total CTC (B)	21,753	261,036
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	188,274
Net and gross salary is applicable to Professional tax and Income tax		
Hence the deductions towards the same will be made separately.		

Bonus: You will be eligible for a Bonus payout, which is calculated at 10% on fixed CTC as mentioned in the compensation details above. The mode of payment for Financial Year will be as follows.

No Bonus will be paid during the first Six months of the contract.

Bonus payout amount will be retroacted from date of joining after successful completion of six months contract/probation. Amount of Bonus paid will be purely based on the company's and individual performance.



Deloitte.

Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited
Portion of 7th Floor Block A 77 Degree Town Centre
Survey no:124 & 36/2, Ammani Bellandur Khane
Village, Bangalore East Taluk, Varthur, Hobli, Bangalore
- 560037, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

May 25, 2022

Ms. Vaibhavi Sudam Chavan
Rh.No 9, Amar Nagari, Near Icici Bank, Gadital, Hadapsar.,
Pune, 411028
India

Subject: Offer of Employment

Dear Vaibhavi Sudam Chavan:

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Junior Solution Analyst** based in **Bengaluru**.

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 **June 27, 2022**.

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./₹ 325,008/-** 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 **June 27, 2022**. 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 **12 months** 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.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **June 27, 2022**, or an alternative mutually agreed upon date.



Regd. Off.: Floor 11, Bellandur Village, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India.

GST Reg No: 36AABCD9760C1ZQ

CIN: U74120TG2004PTC043418

This is a system generated offer

JK
Principal Incharge
St. Mira's College for Girls

Annexure A

Ms. Vaibhavi Sudam Chavan

Junior Solution Analyst

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	9,500	114,000
House Rent Allowance (HRA)	4,750	57,000
Special Allowance ^{1a & 1b}	4,805	57,660
Leave Travel Allowance ²	950	11,400
Differential Allowance	3,079	36,948
Meal Card ³	2,200	26,400
Employer's contribution to PF	1,800	21,600
Total Salary (in Rs.)	27,084	325,008
Variable Bonus*	You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....




Principal Incharge
St. Mira's College for Girls

Deloitte.

May 25, 2022

Ms. Vaibhavi Sudam Chavan

**Rh.No 9, Amar Nagari, Near Icici Bank, Gadital,
Hadapsar.,**

Pune, 411028

India

Training Bond

Dear Vaibhavi Sudam:

On behalf of **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Junior Solution Analyst** pursuant to the terms and conditions of your offer letter dated **June 27, 2022**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte & Touche Assurance and Enterprise Risk Services India Private Limited**

DocuSigned by:

Chandra Shekar Hegde Shivaramu

By:

E0DC4939D953432...

Signature

Authorized Signatory



Jh
Principal Incharge
St. Mira's College for Girls

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

24-Mar-2022

Pallavi Vijay Nalage

C10942767

Tanishq Housing Society, Flat No E-302, Kharadi, Pune.

Subject: Offer of Employment ("Offer")

Dear **Pallavi**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - System and Application Services Associate

Management Level – 12



Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Dec 2021



Candidate's Signature _____

[Handwritten Signature]
Principal Incharge
St. Mira's College for Girls

ANNEXURE 1**COMPENSATION & BENEFITS****Annual Total cash compensation structure as per the Company guidelines is:**

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		3,00,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		25,500
Maximum Annual Total earning potential (A+B)		3,25,500
(C) Additional Notional Benefits		
# (C) Gratuity as per law + Benefits		8,000
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)		3,33,500

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.

Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Dec 2021



Candidate's Signature _____

JB
Principal Incharge
St. Mira's College for Girls

EMPLOYMENT OFFER LETTER

Capgemini Ref: 6179473/1432649,

07/22/2022,
Mayuri Dilip Jagtap.

Alandi road
Pune,
India.

Confidential

Dear Mayuri Dilip Jagtap,

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 07/26/2022 (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 **Mumbai**.
- C) You have to report by 8:30 am at Mumbai office, for joining formalities and contact security at the main gate for your entry pass at:

Address
CAPGEMINI Knowledge Park, IT 1 / IT 2, TTC Industrial Area, Thane-Belapur Road,
Airoli, Navi Mumbai, Maharashtra - 400708

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 275,006.00 (Rupees Two Lakh Seventy Five Thousand And Six Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

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



JK
Principal Incharge
St. Mira's College for Girls

Software Associate

Total Cost to Company (CTC).

Rs.275,006.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.699.00	Rs.8,388.00
Advance Statutory Bonus ++	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.18,848.00	Rs.226,176.00
Capgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.256,440.00
Total Cash Compensation		Rs.256,440.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.11,210.00
Capgemini's contribution to ESI *		Rs.7,356.00
Total Cost to Company		Rs. 275,006.00

Notes:

- The payroll processing will be as per Company policy notified from time to time.
 - For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
 - In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
 - The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- * Employee's contribution towards PF and ESI will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.



JK
Principal Incharge
St. Mira's College for Girls

E.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Caggemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972.
3. ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

F.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

G.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

H.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.



JR
Principal Incharge
St. Mira's College for Girls

EMPLOYMENT OFFER LETTER

Cappgemini Ref: 6148019/1428034.

07/14/2022,
Avantika Anmol Ghanta,Flat No-3, Renu Apt, Kasturba Hsg Soc,
Pune, Maharashtra
India.**Confidential**

Dear Avantika Anmol Ghanta,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Cappgemini Technology Services India Limited ('Cappgemini' or 'Company') starting from 07/18/2022 (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/AS
- B) You will be required to work at the Company's offices in Mumbai.
- C) You have to report by 6:30 am at Mumbai office, for joining formalities and contact security at the main gate for your entry pass etc.

AddressCappgemini knowledge Park(SE2),IT3/IT4, Airoli knowledge Park, Thane Belapur Rd,
Airoli, Navi Mumbai, Maharashtra - 400705

Please note that your name mentioned in the offer letter will be used to create your employee records in Cappgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 275,000.00 (Rupee Two Lakh Seventy Five Thousand And Six Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

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



JK
Principal Incharge
St. Mira's College for Girls

Software Associate

Total Cost to Company (CTC)

Rs.278,008.00

Monthly Components	Per Month	Annualized
Basic	Rs.16,000.00	Rs.192,000.00
House Rent Allowance	Rs.600.00	Rs.7,200.00
Advance Statutory Bonus ++	Rs.3,148.00	Rs.37,776.00
Gross monthly salary	Rs.16,848.00	Rs.228,176.00
Company's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.5,804.00
Total Fixed Compensation		Rs.258,440.00
Total Cash Compensation		Rs.258,440.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.11,278.00
Company's contribution to ESI *		Rs.7,958.00
Total Cost to Company		Rs. 278,008.00

Notes:

- The payroll processing will be as per Company policy notified from time to time.
- For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
- In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
- The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- Employee's contribution towards PF and ESI will be made from the monthly salary as defined by Law. This Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.



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JK

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04-Mar-2022

Riddhi Laxman Kawde

C10869369

D5/4,Ganga Heights, Pinglevasti, Mundhwa Road ,Pune-411036

Subject: Offer of Employment ("Offer")

Dear **Riddhi Laxman,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - System and Application Services Associate

Management Level – 12



Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Dec 2021



Candidate's Signature _____

JK
Principal Incharge
St. Mira's College for Girls

ANNEXURE 1**COMPENSATION & BENEFITS****Annual Total cash compensation structure as per the Company guidelines is:**

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		3,00,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		25,500
Maximum Annual Total earning potential (A+B)		3,25,500
(C) Additional Notional Benefits		
# (C) Gratuity as per law + Benefits		8,000
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)		3,33,500

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.

Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Dec 2021



4

Candidate's Signature

[Handwritten Signature]
Principal Incharge
St. Mira's College for Girls



Date: August 30, 2021

**Ummesalamah Kanchwala
F/12 Konark Pooram,
Kondhwa Khurd,
Pune – 411048**

Dear Ummesalamah,

We have the pleasure of offering you an appointment as a '**Trainee**' with effect from **August 31, 2021** in the company on the following terms and conditions:

1. You are being employed as '**Trainee**', to work in the fields of production, documentation, servicing, and maintenance of software and software applications. The Company will produce software products and applications of international standards for international clients.
2. During your service with the company, you will diligently and faithfully serve the Company in such capacity aforesaid.
3. For six months of training, you will be provided with accommodation (if required by you) and a stipend of **Rs. 10,000/-** per month.
4. You may at any time be called upon to perform other than your normal duties, which in the opinion of the Company are within your capacity to discharge, and you will forthwith undertake to discharge these duties with care and diligence.
5. During your employment and thereafter, you will keep all secrets and will not divulge to any person, firm or Company whatsoever (other than to the Directors or partners of the Company or their authorized representatives or except under legal duress) confidential information of any description acquired by you while in our service concerning the process of manufacture, business practices or affairs of the Company or any of its associates, or their customers or suppliers.
6. You will not, during the continuance of your contract, undertake or carry on, either alone or in partnership, nor be directly or indirectly employed or concerned with as a principal-agent, or otherwise in any business, trade or profession whatsoever. You will fully devote your time and attention to your duties with us.
7. From day 1, you commit to work at Extentia for the period of 30 months. You will be on-boarded as a fresher and based on your performance we will absorb you as a permanent employee. For initial 6 months, you will be working as a Trainee and as you get converted into the permanent position your CTC will be **3.13 lakhs per annum**. If you resign within 30 months, you would be expected to pay Extentia a sum of **Rs. 75,000** only towards ending your commitment to Extentia and serve a notice period of 3 months. Post your training period, if you wish to continue with the accommodation then Rs. 5000 per month will be the rent.

EXTENTIA INFORMATION TECHNOLOGY PVT. LTD.

CIN: U72400PN1998PTC013061 | contactus@extentia.com | www.extentia.com

Registered Office

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

Corporate Headquarters

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



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03-Mar-2022

Bipasini Biswonath Polai

C10862527

Manomay Residency, Flat no. 203, Vishrantwadi Pune-411015

Subject: Offer of Employment ("Offer")

Dear **Bipasini Biswonath,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - System and Application Services Associate

Management Level – 12



Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Dec 2021



Candidate's Signature _____


Principal Incharge
St. Mira's College for Girls

ANNEXURE 1**COMPENSATION & BENEFITS****Annual Total cash compensation structure as per the Company guidelines is:**

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,00,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	25,500
Maximum Annual Total earning potential (A+B)	3,25,500
(C) Additional Notional Benefits	
# (C) Gratuity as per law + Benefits	8,000
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	3,33,500

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.

Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Dec 2021



4

Candidate's Signature _____

Jk
Principal Incharge
St. Mira's College for Girls



Offer: Computer Consultancy
Ref: TCSL/DT20218816954/Pune
Date: 29/01/2022

Ms. Mrunal Vishal Jadhav
 348, Ganesh Peth, Pune- 411002 Laxmi Road,
 New Milk Market,
 Pune-411002,
 Maharashtra.
 Tel# -9890979139

Dear Mrunal Vishal Jadhav,

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 **₹1,90,926/-** 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 **₹7,950/-** per month.

TCS Confidential
 TCSL/DT20218816954

TATA CONSULTANCY SERVICES
 Tata Consultancy Services Limited


 Principal Incharge
 St. Mira's College for Girls

Wati 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	Mrunal Vishal Jadhav
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
TOTAL GROSS	15,129	1,90,926

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.

Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
GROSS BOUQUET OF BENEFITS	4,343	52,110



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St. Mira's College for Girls

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 TCSL/DT20218816954

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



Offer: Computer Consultancy
Ref: TCSL/DT20218829662/Pune
Date: 29/01/2022

Ms. Kavya Menon
Krishna Niwas, Aero View Soc, Plot No11 Bhairavnagar, Dhanori,
Dhanori,
Pune-411015,
Maharashtra.
Tel# -

Dear Kavya Menon,

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 **₹1,90,926/-** 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 **₹7,950/-** per month.

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TCSL/DT20218829662

TATA CONSULTANCY SERVICES

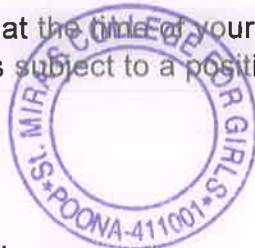
Tata Consultancy Services Limited

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



GROSS SALARY SHEET

Annexure 1

Name	Kavya Menon
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
TOTAL GROSS	15,129	1,90,926

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.

Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
GROSS BOUQUET OF BENEFITS	4,343	52,110



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TCSL/DT20218829662

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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


Principal Incharge
St. Mira's College for Girls



August 2, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Anuja Patil,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement



Principal Incharge
St. Mira's College for Girls

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at **0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the M-Tech academic program within 12 months from date of joining.



APPOINTMENT LETTER

3 August, 2022

Dear **Darshani Babar**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-MH-Pune**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 77200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.



JK
Principal Incharge
St. Mira's College for Girls

ANNEXURE I

Name	Darshani Babar
Designation	Associate
Date Of Joining	5 August, 2022
Level	AA
Basic	77200
House Rent Allowance	38600
Bonus	16800
WBP	37423
PF	13738
Gratuity	3713
ESI	5526
Target Cost To Company (per Annum)	193000


Principal Incharge
St. Mira's College for Girls





August 11, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Srushti Padale,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
 For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:



Principal Incharge
St. Mira's College for Girls

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at **0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the M-Tech academic program within 12 months from date of joining.



Principal Incharge
St. Mira's College for Girls



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

Superset ID: 2066617

Letter of Intent ("LOI")

Dear Nikita Shinolkar,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst 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 accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.



Jh
 Principal Incharge
 St. Mira's College for Girls

ANNEXURE 1

Nikita Shinolkar
Associate and A3

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. On completion of 1 year of service from your date of joining, you will receive a fixed incentive of **INR 25,000 (Rupees Twenty-Five thousand only)**

Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950 Page 3 of 3




Principal Incharge
St. Mira's College for Girls



19-May-2022

Dear Siddhita Dattatray Hingade,
B.Sc, Computer Science
St Mira's College for Girls, Pune

Candidate ID – 21307006

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared 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 **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 252,000/-**. This includes an annual target incentive of **INR 12,000 /-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

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




Principal Incharge
St. Mira's College for Girls

Compensation and Benefits

Name: Siddhita Hingade **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
	Annual Gross Compensation		220,500
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		232,500
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		252,000

Note: The Insurance amount may vary subject to market conditions from time to time.

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- 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

Leave & Vacation:


- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

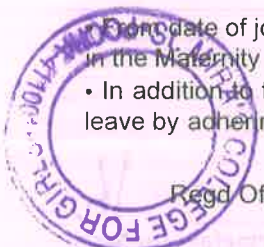
Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

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


Principal Incharge
St. Mira's College for Girls





19-May-2022

Dear Devshri Dinesh Joshi,
B.Sc, Computer Science
St Mira's College for Girls, Pune

Candidate ID – 21306936

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared 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 **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

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Principal Incharge
St. Mira's College for Girls

Compensation and Benefits

Name: Devshri Joshi

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
	Annual Gross Compensation		220,500
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		232,500
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		252,000

Note: The Insurance amount may vary subject to market conditions from time to time.

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager


Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

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




Principal Incharge
St. Mira's College for Girls



19-May-2022

Dear Sakshi Govardhan Zaware,
B.Sc, Computer Science
St Mira's College for Girls, Pune

Candidate ID – 21306865

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared 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 **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant


2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

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




Principal Incharge
St. Mira's College for Girls

Compensation and Benefits

Name: Sakshi Zaware **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions.	469	5,628
	Annual Gross Compensation		220,500
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		232,500
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		252,000

Note: The Insurance amount may vary subject to market conditions from time to time.

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy





Open Links Foundation.org

To,

08 Jan 2022

Shruti Vitthal Todkar

Ft no - 503, Salkrupa residency,
Chirkee colony, Vadgaon shinde road,
Lohagaon, Pune – 411047

Mob+91 92844 02520 Email: shru8420@gmail.com

Letter of Appointment

Dear Shruti, Welcome aboard Open Links Foundation (the Company)!

Open Links Foundation (OLF) mission is to help teachers to make education fun and relevant. We do cutting edge work in technology and community development. We are thrilled with the traction we are getting in the community. I am very excited to have you onboard this journey to transform education and ignite millions of minds. This is an opportunity to learn, earn and contribute and I hope you make the most of it. I wish you all the best in this journey.

You shall join us as **Executive Assistant** - with effect from 10Jan22. Your duties and responsibilities will be outlined at joining time and will be periodically reviewed and updated as per organization requirements.

You must maintain highest level of professionalism. Some key expectations will be being punctual in meetings; prompt and accurate filling of timesheets, plans & trackers; being responsive and proper in communication; continuously learning and improving, purpose driven approach; being accountable for your work and outcomes with highest quality; doing your best, participating in company work and helping team members with best spirit; keeping a happy and cheerful team atmosphere.

During your engagement you shall be engaged full time and will not take up any other employment or engagement. You shall endeavor to serve the Company faithfully and promote its interest by devoting your entire time, attention and abilities to its affairs.

You will be paid compensation as in Annexure I. The compensation can be changed/ increased based on your good performance. Leaves and Paid Holidays will be governed by the company policy. The payment of your compensation shall be subject to such statutory deductions as may be required in accordance with applicable legislation.

This engagement may be terminated by you or the company upon giving 'three (3) months' written notice to the other party. If there is material breach of the conditions of the engagement – then the engagement can be terminated forthwith by the company.

On signing the acceptance of this contract, you agree to be bound by the clauses mentioned in the 'Confidentiality, Non-Disclosure and Non-Competition Agreement' (Annexure II).



JK
Principal Incharge
St. Mira's College for Girls



Open Links Foundation.org

Annexure 'I' to the Appointment Letter

COMPENSATION ELEMENTS

Rs 8,000/- per month presently | Once you have learnt the work well your remuneration will be 12,000/- per month

The above compensation elements are subject to the following provisions:

- The above is total cost to the company
- It is Subject to Tax deductions and other deductions as applicable.
- You will own & maintain your own Laptop and Phone – which you will also use for company purposes.
- Expenses for company Travel outside Pune will be paid by the company.
- If The position is based out of Pune. You can be relocated to another location based on mutual agreement.

Shruti Vitthal Todkar

PAN BHDPT0435K; Bank Account, IFSC Code : MAHB0000333, Acc No. : 60291234109

Address

Ft no - 503, Saikrupa residency,
Chirkee colony, Vadgaon shinde road,
Lohagaon, Pune – 411047

Mob+91 92844 02520 Email: shru8420@gmail.com

Accepted, Shruti Vitthal Todkar




Principal Incharge
St. Mira's College for Girls

PROVISIONAL OFFER LETTER

Letter Release Date: 14/07/2022

Dear Ms. Prasiddhi Manni Nair,

Mindpool Technologies Ltd. is pleased to offer you a Provisional Offer for the position of "Intern". You will be appointed at the client location.

The CTC (Cost to Company) being offered to you for this position is **Rs. 23392 Per Month**. Please find annexure-1 on page-2 for CTC Break-up in details.

Date of Joining on: 25/07/2022

Base Location: Pune

Work Location: Allscripts India(LLP), Cluster C, Wing 4, 1st Floor EON Free Zone, Kharadi – 411014

Contract End: 01/05/2023

Notice Period : 30 Days

Please note : This Offer letter shall automatically stand withdrawn in case we do not receive your acceptance within two days from issue of this letter

Pre-Onboarding Guidelines

We at Mindpool Technologies feel pre-on boarding process to be a critical and foremost responsibility of the new joiner hence to simplify it, we would request you to follow the process mentioned below:

Joining Document Type	Keep file name of your document as per below (No spaces allowed)	Remarks
Last Two Companies Relieving / Experience Letter (if experienced) combined in one document	Separation	All the documents shall be submitted on or before joining date else joining can't be considered.
Last 3 Months Salary Slip combined in one document (if experienced)	Salary	
Cancelled Cheque/Bank Account Information Snapshot	Bank	
Highest Education Certificate	Education	
PAN Card	PAN	
Aadhaar Card	Aadhaar	
Passport Size Photo (100*100 Pixel-Resize in Paint)	Photo	
Permanent Address Proof (Passport / Aadhaar/ Light Bill/ Rent Agreement etc)	Address	
HRIS Form	HRIS	
Form-F (Gratuity Nomination)	Gratuity	
Form-2 (PF Nomination)	PFN	All the documents should be submitted in soft copy (pdf, jpg, png) format only.
Form-11 (PF Declaration)	PFD	
Wage Nomination	Wage	
		One document size should not exceed 1 MB.




Principal Incharge
St. Mira's College for Girls

Please note that your Employment is conditional upon receipt of a satisfactory Background Check. Appointment Letter will be issued to you only after verification of document which will have all the employment terms & conditions in details. We welcome you to Mindpool Technologies and look forward to along and mutually beneficial association.

Mindpool Technologies Limited

Regd. Office: Awfis Space, 3rd & 4th, GK Mall, Near Konkane Chowk, Pimple Saudager, Pune, Maharashtra – 411027 (IN)

E-Mail: Info@mindpooltech.com www.mindpooltech.com

CIN NO: L72900PN2011PLC138607

PROVISIONAL OFFER LETTER

Annexure-1: CTC Structure

CTC Components	Amount Rs. Per Month
Basic Salary & DA	15000
Housing Rent Allowance	1500
Medical Allowance	0
Conveyance Allowance	0
Telephone Allowance	0
Petrol Allowance	0
LTA	0
Meal Card Allowance (If opted)	0
Uniform Allowance	0
Special Allowance	3617
(A) Gross Salary (Sum of above Fixed Components)	20117
(B) Bonus (Monthly Amount Paid in Salary)	1250
Provident Fund	1950
Welfare Fund (If Eligible)	0
ESIC & Group Insurance	75
Gratuity (Paid as per Gratuity Act)	0
(C) Employer Contribution Total in CTC	3275
(D) Variable Salary (Performance Based-Paid Annually)	0
(A+C+D) Total Cost To Company	23392
Provident Fund	1800
WPF (Slab Wise) (If Eligible)	0



Principal Incharge
St. Mira's College for Girls

PT (Slab Wise)		200
Meal Card Allowance (if opted)		0
ESIC (if applicable)		0
(E) Total Employee Deduction (Excluding TDS as per Income Tax Slab)		2000
(A+B-E) Net Take Home		19367

Notes for CTC Break-up:

Bonus/Ex Gratia: Above mentioned amount will be paid monthly in the Salary.

ESIC (if eligible): It is for medical benefit which employee gets through Govt only.

Income Tax/TDS: It will be deducted from monthly salary as per I Tax Slab/Investment declaration.

Labour Welfare Fund: Amount will be deducted as per State Act.

Profession Tax: Amount will be deducted as per State Act. For Maharashtra, in February month extra Rs.100/- will be deducted as PT so total Annually Rs. 2500.

Shift allowance: Shift Allowance amount is already adjusted in the above CTC & will not be paid extra unless Client pays it separately.

Group Mediclaim Policy: For Self (Routing) Only Employee will be covered in Group Mediclaim Policy. All Statutory and Regulatory deductions will be done as per the prevailing regulations. The Compensation Structure is strictly confidential and must not be discussed with anyone other than your Reporting Manager/ the Human Resources Department. Please feel free to call HRD if you have any query.

For Mindpool Technologies Ltd.

Agwade

HR Department

Mindpool Technologies Limited

Regd. Office: Awfis Space, 3rd & 4th, GK Mall, Near Konkane Chowk, Pimple Saudager, Pune, Maharashtra – 411027 (IN)

E-Mail: info@mindpooltech.com www.mindpooltech.com

CIN NO: L72900PN2011PLC138607



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



Fwd: CTC Indicative - Graduate Trainee _VOIS

Inbox



5608_Rieyona Mene... 2 days ago
to me ▾



Forwarded message

From: **Kumar, Puspendra, Vodafone (External)**
<puspendra.kumar@vodafone.com>
Date: Thu, 13 Jan 2022, 6:46 pm
Subject: CTC Indicative - Graduate Trainee _VOIS
To: menezesrieyona471@gmail.com
<menezesrieyona471@gmail.com>

Dear **Rieyona Patricia Menezes**,

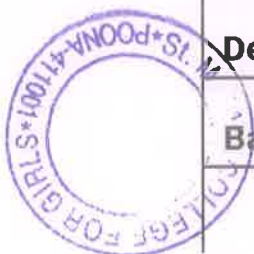
Greetings from _VOIS

Congratulations on your selection!

As discussed earlier, please find below indicative CTC breakup details. Offer letters will be released post document validation.

Joining Location: Pune

Annexure: Compensation Details - Total Target Cash (TTC)		
Name	Rieyona Patricia Menezes	
Designation	Trainee	
Band	J	
	Monthly Amount	Annual Amount (in




Principal Incharge
St. Mira's College for Girls

Annexure: Compensation Details - Total Target Cash (TTC)

Name	Rieyona Patricia Menezes	
Designation	Trainee	
Band	J	
	Monthly Amount (in INR)	Annual Amount (in INR)
Component (A)		
Basic Salary	9,479	113,750
House Rent Allowance (HRA)	4,740	56,875
Management Allowance ¹	9,293	111,511
Component (B) - Retirals ²		
Provident Fund (Company Contribution)	1,800	21,600




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 St. Mira's College for Girls

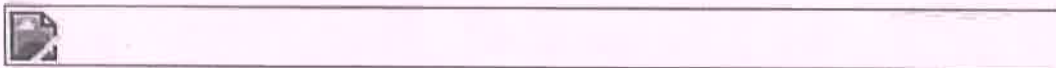
Total Fixed Pay (A+B)	25,311	736	303,
Component (C) - Target GSTIP³			
Target GSTIP is @ 7% of Fixed Pay	1,772	21,264	
Total Target Cash⁴ (Fixed Pay + GSTIP)	27,083	000	325,
House Rent Allowance (HRA) – 50% of Basic salary.			
1. Management Allowance and Target GSTIP ³ are inclusive of the interim bonus as payable under the statute			
Retirals includes Provident Fund @ 12% of PF Wages which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund			
3. GSTIP is Global Short-Term Incentive Plan - GSTIP pay-out is subject to Company & Employee performance as per applicable GSTIP Plan and continued employment with VSS India on the date of pay-out			
4. Total Target C-			



Principal Incharge
St. Mira's College for Girls

Gratuity: To be paid as per applicable statute. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment.

--	--



C2 General

JR
Principal Incharge
St. Mira's College for Girls

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



 image001.png  



Employment Offer

July 13, 2022

Dear Aditi Mahale,

Employment Offer as Data Analyst – Configuration Engineering with WeAgile Software Solutions Pvt. Ltd.

Congratulations!

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you a position of Data Analyst – Configuration Engineering with WeAgile Software Solutions Pvt. Ltd. (Company) effective July 13, 2022.

We expect you to join at your earliest and no later than July 13, 2022; as mutually agreed. Please note that the date of joining is **NOT NEGOTIABLE**. In case you fail to join on the mentioned joining date, this offer stands null, void and cancelled.

The terms and conditions of your employment with the Company are as follows:

A. Salary

Your Annual Cost to Company (CTC) will be Rs. 1,98,000/- (in words; Rupees: One Lakh and Ninety-Eight Thousand Only) as per the detailed Salary Break-up provided in Annexure A of this Offer Letter.

B. Additional Terms

1. This offer stands null and void if you fail to submit the photocopy / scanned copy of your resignation letter, required joining documents (as mentioned in Annexure B of this offer), photocopy of your educational certificates etc.; as dim-fit and the acceptance thereof within 05 working days from your date of joining with the Company.

Handwritten signature



Principal Incharge
St. Mira's College for Life

WeAgile Software Solutions Pvt. Ltd.

Registered Office: 19 / A1, Floor 5,
Kata Puram Complex Pimple Gurav, Pune,
Maharashtra, India – 411061.
CIN: U72900PN2017PTC171636
Visit us at - www.WeAgile.net
Write us at - contact@WeAgile.net
Call us at - +91 9921392626



Appointment as Full-time Teacher

4 messages

Afreen Khan <afreen@drishtilearning.com>
 To: ayushreenair99@gmail.com
 Cc: Sudha Suresh <sudha@drishtilearning.com>

Fri, 15 Jul 2022 at 16:23

To,
 Ayushree Nair
 Address: A1-102, Beryl Apartments, Near Victorious School, Fountain Road, Kharadi, Pune - 14

Subject: Appointment as Full-time Teacher

Dear Neha Ayushree Nair,

We are pleased to appoint you as a Full-time Teacher with Drishti Enrichment Pvt Ltd on the following terms and conditions.

Project and Place:
 Full-time Teacher with (DEPL).

Accountability:
 You will be accountable to Mrs Sudha Suresh – Head of Academics and Training. However, in future, you may be asked to report to any other official of the Company placed in authority over you from time to time.

Employment Duration:
 A minimum duration of one year is compulsory to be served from your joining date i.e 07th July 2022 which can be extended further or terminated earlier as per termination clause.

Remuneration:
 Starting 7th July 2022, you will be paid a salary of Rs. 25,000/- (Twenty Five Thousand only) per month.

Duties and Responsibilities:
 You will perform all such jobs and tasks and perform all such duties as are detailed in the "Roles and KRAs" applicable to you.

Terms, Conditions and Confidentiality:

During your consultancy with the Company, you will devote a minimum of 48 (forty eight) hours per week (Monday to Saturday) to the business of the Company and will diligently and efficiently carry out the duties and responsibilities entrusted to you from time to time.

If you are on leave without any communication and if you are not reachable on calls and on whatsapp for more than 24 hours, you will be terminated and no dues will be cleared of the month.

You will not accept, whether directly or indirectly, any part-time or other job, or transact any business of any kind whatsoever during your working hours with the Company.

During the continuance of your employment with the Company and even thereafter, you will keep all secrets, and will not divulge to any person, firm or Company, any such secrets or confidential matters or information of any description obtained by you concerning the business or affairs of the Company.

You will abide by all the rules and regulations as applicable to the teachers of the Company, whether or not specifically mentioned herein above.

Address for Correspondence:

You have intimated your address as given in the beginning of this letter. If your address changes anytime during your association with the Company, you will furnish the new address forthwith without any delay.




 Principal Incharge
 St. Mira's College for Girls

Any communication sent to you at your last intimated address would be deemed to have been served on you, and the company will not be held responsible for non-receipt of the same.

Termination of Contract:

Either side may terminate the contract by giving a written notice at least one month in advance to the other side.

Other Conditions:

This employment is offered to you on the basis of information furnished by you. If, at any time, it is discovered that any information was concealed, suppressed or omitted by you for any reasons whatsoever, this appointment may be terminated without any prior notice.

We welcome you to be a part of our organisation and wish you a successful career with us.

Best Wishes

Yours sincerely,

Drishiti Learning Private Limited

Afreen Khan
FTK Education Pvt Ltd
(M) 8668259861
afreen@drishtilearning.com




Principal Incharge
St. Mira's College for Girls

Gulati Sonography & X-ray Clinic

• Ultrasound • 2D-Echocardiography • Colour Doppler • Digital X-ray

111, Sterling Centre, 1st Floor, Opp. Panjab National Bank, Arora Towers, M.G. Road, Camp, Pune - 411001. Tel : 26134106, 26134105.

Timing : Monday to Friday 10 a.m. to 1.30 p.m. and 5.30 p.m. to 8.30 p.m. + Saturday 10 a.m. to 3 p.m.

Dr. Mahendra R. Gulati
MBBS, M.D., DNB

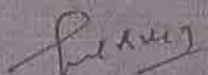
Reg. No. 10000
Diplomate of Medical Board of Maharashtra

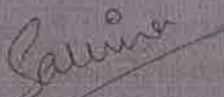
February 19, 2022

MS SAKINA ATTARI IS WORKING IN MY CLINIC AS FRONT DESK EXECUTIVE AND CLINICAL

ASSISTANT FROM 30TH JUNE 2021 AT RS. 10,000/- PER MONTH

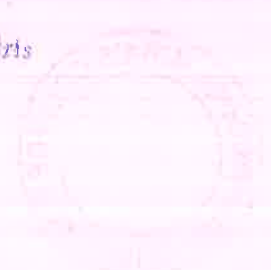
HER WORK TIMINGS ARE FROM 10AM TO 4 PM (MONDAY TO SATURDAY)


DR M R GULATI


SIGNATURE OF THE EMPLOYEE




Principal Incharge
St. Mira's College for Girls



DATE: 15th Nov, 2021

LETTER OF INTENT

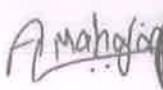

Dear Shanice Gaynor,

We are pleased to inform you that you have been selected as a Recruiter with EQUATIONS PLACEMENTS on the basis of discussion and understanding. We are pleased to offer you this position with a salary of Rs. 15,000/- in hand plus attendance Incentives. We expect you to join us on 16th Nov 2021.

All above are as per company policies and proceedings and are subject to change.

We take this opportunity to welcome you to EQUATIONS PLACEMENTS and hope you find your association with the company both enjoyable and rewarding.

Your Sincerely,

I accept the terms and
Conditions of this letter.



EQUATIONS PLACEMENTS




Principal Incharge
St. Mira's College for Girls

Invoice for March 2022

Date – Mar 24, 2022

Joining Date - Nov 8, 2021

Name - Tasneem.H.Khadkiwala

Address: flat No 602 Akashdeep Building co-op housing soc, Khadki, Pune-411003.

PAN: IDKPK3465A

Mob: - 919096760951

Bill to: Stones2Milestones Edu Services Pvt Ltd. House number 39/40, Gali number -49, DLF Phase 3, Haryana, Pin code-122016. GST NO. - 06AAMCS6511K1Z3	Bank Account Details: A/c Name - Tasneem Husain Khadkiwala A/c No. – 050410110010505 Bank Name & Address: BANK OF INDIA Khadki Branch , 233 Ganga Heights, C BLG Opp Baba Sah,Pune,Maharashtra-411003 IFSC Code: BKID0000504
---	---

Description	Amount (INR)
Professional Fee	12567.5
Deductions (if any)	(0)
<i>As per section 194J of Income tax act 1961, the TDS will be deducted @ 10% on the invoice amount in excess of Rs. 30,000 during a financial year.</i>	(1,256.75)
Total	11,310.75




Principal Incharge
St. Mira's College for Girls

This is an auto-generated Invoice

STRICTLY PRIVATE AND CONFIDENTIAL

Date: Jun 28, 2022

To,
Friyana Darayes Munshi,
RH 19, Nyati Victoria,
Next to DPS, Mohammadwadi,
Pune - 411060

Telephone: 9923030947

Dear Friyana Darayes Munshi

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finserv Direct Limited ("Company") on the following terms:

1. DESIGNATION & BAND

You will be designated as **Deputy Manager - Marketing, Content and Communications at GB03 Band.**

2. PERIOD OF EMPLOYMENT

- 2.1 Your employment will commence on **June 30, 2022** and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.
- 2.2 The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

- 3.1 You shall be based in our **Pune - Corporate Office** but may be required to serve the Company in any place within or outside India, as required.
- 3.2 You may be required to travel nationally and internationally on the business of the Company.
- 3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.
- 3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. SALARY

- 4.1 Your basic salary will be **Rs. 15000/- (Rupees Fifteen Thousand Only Only)** and your house rent allowance will be **Rs. 7500/- (Rupees Seven Thousand Five Hundred Only Only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.

- 4.2 A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.

You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.



Corporate Office:

4th Floor, B2 Building,
Cerebrum IT Park, Kalyani Nagar,
Pune - 411 014, Maharashtra, India.

Registered Office:

Bajaj Auto Limited Complex,
Mumbai - Pune Road, Akurdi,
Pune - 411 035, Maharashtra, India.

Page 1 of 6
Corporate ID NO.:

U65923PN2014PLC150522
☎ 020-67064900

**Annexure - A****Detailed Salary Structure**

Date : Jun 28, 2022
Name : Friyana Darayes Munshi
Band : GB03

Salary Components	Annual	Monthly
Basic Salary	180000	15000
House Rent Allowance (HRA)	90000	7500
Special Allowance	277860	23155
Statutory Bonus	30540	2545
Provident Fund (Employer's Contribution)	21600	1800
Gross Salary	600000	50000
Gratuity	8658	
Performance Pay#	150000	
Total Cost To Company	758658	

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of Individual and of the company. The management reserves the rights to amend policy at any point of time.

* The exact sum of all elements may mismatch up to Rs.12/-. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinaabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000 /- (Rupees Twenty Lakh only)**. Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 2,500,000 /- (Rupees Twenty-five Lakh only)**.
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000 /- (Rupees Three Lakh only)** the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

Name and Signature, confirming acceptance of the above terms and conditions



Signature :

Name : Friyana Darayes Munshi

Date : 30th June 2022

Principal Incharge
St. Mira's College for Girls

Corporate Office:

4th Floor, B2 Building,
Cerebrum IT Park, Kalyani Nagar,
Pune - 411 014, Maharashtra, India.

Registered Office:

Bajaj Auto Limited Complex,
Mumbai - Pune Road, Akurdi,
Pune - 411 035, Maharashtra, India.

Page 6 of 6
Corporate ID NO.:

U65923PN2014PLC150522
☎ 020-67064900



Offer: Business Process Services
Ref: TCS/2022-23/BPS-BPO1/2014947

Date:29-Jun-2022

Ms. Shruthi Praveen
Pune

Sub: Letter of Offer and Terms of Employment

Dear Shruthi Praveen,

We are pleased to inform you that upon your successful completion of the traineeship, in terms of clause 1 under the heading "Terms of Traineeship" in our "Offer of Traineeship", you are absorbed in the regular employment of the company at the position of Process Associate in Grade BPO1 with effective from 01-May-2022 at TCS, Pune on the following terms and conditions.

Your gross salary including all benefits will be Rs. 2,00,011/- per annum. Annexure1 provides a break-up of the compensation package.

Kindly note that the above details are specific to India and may be subject to change in case of long term deputation on international assignments, if any.




Principal Incharge
St. Mira's College for Girls

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

COMPENSATION AND BENEFITS

The details of your compensation and benefits are given below:

FIXED COMPENSATION

Basic Salary

Your Basic Salary will be **Rs. 7,750/-** per month.

Bouquet of Benefits (BoB)

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

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

House Rent Allowance

Your HRA will be **Rs. 2,713/-** 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.

Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to 8.33% of 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 3 days of leave and submit supporting travel documents.

Food Card

Food card, an electronic pre-paid card, can be set up to a maximum of **Rs. 3,000/-** per month for tax exemption. It can be used to purchase food items at all domestic VISA enabled restaurants including TCS cafeterias.




Principal Incharge
St. Mira's College for Girls

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai 400 001, Maharashtra, India

Tel: 91 22 6728 9999 Fax: 91 22 6728 9000 website: www.tcs.com

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

Night Shift Allowance:

TCS has agreed to provide its client 24X7 production support environment. Shift working is therefore an incident and condition of service. Failure, refusal or inability to work in the night shift without reasonable cause may lead to severance of employment.

Employee assigned to night shifts on client requirement will be eligible for Night Shift allowance. In order to avail this allowance the associates must work between 11.30 p.m and 6.30 a.m. IST excluding break. The night shift allowance will be paid post tax along with monthly salary. Shift allowance is based on existing policy of the company and it reserves the right to change/ discontinue the allowance structure from time to time at its discretion.

PERFORMANCE PAY**Monthly Performance Pay**

You will receive a monthly performance pay of **Rs. 1,500/-**.

This shall be treated as productivity bonus in lieu of statutory profit bonus, based on the performance of the company, unit, employee and allocation.

CITY ALLOWANCE

You will be eligible for a City Allowance of **Rs. 250 /-** per month. This allowance is fully taxable, is specific to India and linked to your base location. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS**Health Insurance Scheme**

You are covered by the Group Health Insurance Scheme. This is in addition to the benefits that you are entitled to receive from the Employees' State Insurance Corporation (ESIC). Under the HIS scheme, you and your dependents will be entitled for **Rs. 5,00,000/-** as family floater coverage towards hospitalization expenses.

Afterlife Benefit

You are covered under Afterlife Benefit policy, the cost for which is borne by TCS. The sum payable to nominee(s) is six times the annual compensation (CTC) with a minimum payout of INR 23 Lakhs. For details, please refer to the policy on Afterlife Benefit on Knowmax.




Principal Incharge
St. Mira's College for Girls

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai 400 001, Maharashtra, India

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

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

Table 2: TCS Defined Structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	32,550
Leave Travel Allowance	7,750
Food Card	20,400
BOUQUET OF BENEFITS	60,700

To design your Bouquet of Benefits, access the Link to BoB in the Global Employee Self Service Link in Ultimatix.




Principal Incharge
St. Mira's College for Girls

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai 400 001, Maharashtra, India

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

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



August 17, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Pooja Vijaykumar Gaikwad

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Analyst – Risk and Compliance, in band 3 to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise – you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



DO YOUR BEST WORK EVER.





August 17, 2021

IBM India Private Limited
 Manyata Embassy Business Park,
 G2 Block, Nagwara Outer Ring Road,
 Bangalore – 560045, India.
 Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Pooja Vijaykumar Gaikwad

We are pleased to offer you the position of Analyst – Risk and Compliance, in band 3 at IBM India Pvt Ltd(IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e August 31, 2021. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

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

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Embassy Tech Zone, Plot No 3, 1.1 building, Wing B, Rajiv Gandhi Infotech Park, Phase 2, Hinjewadi, Pune – 411057. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have any questions about your first day start paperwork, please send an email to pronboar@in.ibm.com.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:





- Relieving document from most recent employer – Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation
- Passport and Pan card– If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only) :- Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Pune . However, your services are transferable, and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history.
- Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.





at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.

- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM, and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.



Jayashree
Principal Incharge
St. Mira's College for Girls



IBM CONFIDENTIAL

ANNEXURE A

DATE	August 17, 2021		
NAME	Pooja Vijaykumar Gaikwad	BAND	3
DESIGNATION	Analyst – Risk and Compliance	LOCATION	Pune
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		95000	
Annual Reference Salary		275000	

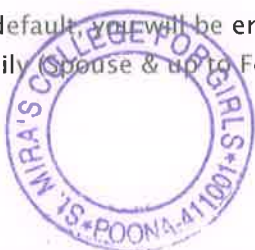
3. Retirals	
a) Provident Fund (PF)	21600
b) Gratuity @ 4.8%	8640
Annual Reference Salary + Retirals	305240
4. Performance Linked Variable Pay	0 to 30000
5. Annual Potential Compensation	Annual Reference Salary + Retirals + Performance Linked Variable Pay

*Company currently has performance linked variable pay program with performance measured against criteria announced at monthly or quarterly frequency. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program.

All salary components may be subject to restructuring or modification based on IBM policies.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal



Principal Incharge
 St. Mira's College for Girls

BridgeTalent Pvt. Ltd.

Offer of Employment: Resume Writer

02nd Aug 2022

Dear Arshiya,

We are delighted to offer you the position of Resume Writer. Our interview team was happy with your skills as well as your thoughtful responses to their questions. We also believe that you will be a good cultural fit for our team.

BridgeTalent (India) Pvt Ltd is a subsidiary of Talent Inc. Talent Inc. was founded in 2014 with the mission to help struggling job seekers navigate career changes and differentiate themselves in a competitive job market. Through our brands, we provide professional resume writing, professional CV writing and interview preparation coaching.

Your Compensation

We believe in helping our customers grow and we also firmly believe that it is our people who make this happen for our customers. Our compensation structure is designed to ensure we add the brightest minds to our team who will help elevate our team to the next level. Here are your compensation details:

Your Gross Annual Salary is ₹ **550000** plus benefits. Please refer to the table below for the detailed breakup of your compensation and benefits. This is subject to revision periodically.

Component	Annual	Monthly
Basic Pay	220,000	18,333
House Rent Allowance	110,000	9,167
Leave Travel Allowance	22,000	1,833
Other Allowance	176,400	14,700
	528400	44,033
Employers' Contribution to Provident Fund	21,600	1,800
Gross Salary	550,000	45,830

The above salary will be subject to statutory deductions under the Indian Income Tax Act and Provident Fund Act at the prevalent rate of Tax and Professional Tax.

Address: C-14, Amar Business Zone, Swati Park, Veerbhadra Nagar, Baner, Pune 411045

CIN : U74999PN2022PTC207698 | PAN : AAKCB4474C | TAN : PNEB16859D



Jh
Principal Incharge
St. Mira's College for Girls

BridgeTalent Pvt. Ltd.

The employee contribution is also a part of this amount. It is deductible from your basic salary and is credited to your own Provident Fund account.

Additional Benefits

In addition to the salary mentioned in the section above, the following additional benefits are also being provided to you.

1. Health Insurance

BridgeTalent will provide medical insurance details shortly over email communication.

2. Laptop Allowance

BridgeTalent allows you to choose your own laptop. We will reimburse up to ₹ 72,000 over a 12-month period to compensate for the costs you incur. The minimum specification for your laptop should be i5, 8GB RAM, 256 GB SSD.

3. Shift Allowance

In BridgeTalent, we expect you to work for 9 hours a day (including breaks). However, for the training period, the company may ask you to work in US shift timing as followed by the trainers. In this case the company shall pay shift allowance for those days computed at 50% of your gross salary for that duration.

Probationary Period

First three months of your employment will be considered as the Probationary Period. During this period, we will evaluate your performance. Once we decide the fit mutually, you will go on to become a permanent member of the team.

In some cases where it is deemed an absolute mismatch and a mutual disbenefit, employment will be discontinued. Depending on your performance, the company reserves the right to extend the Probationary Period in case additional training or evaluation is needed or terminate the employment with one month notice pay.

The company has the right to terminate employment without pay, in the event you do not show up for two working days in a row, without informing your Team Lead.

Resignation

In the event of resignation by an employee, the employee needs to serve 60 days of notice period. Leaves during notice period are subject to approval from Team Lead. Notice Period buy out option is based on approval from the Team Lead.



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Phone : U74999PN2022PTC207698 | PAN : AAKCB4474C | TAN : PNEB16859D

Principal Incharge
St. Mira's College for Girls

BridgeTalent Pvt. Ltd.

Work Location

You will be working in a "hybrid" work model where you will have the opportunity to work from home for most of the days. From time to time, the company may ask you to come to the office for official purposes and you are expected to come for such events.

Required Documentation

On the day of your joining, please ensure that you are ready to share the following information with our finance team for your payroll and medical enrollment information for our records.


- Address Proof (Aadhaar card)
- PAN Card
- Your Bank Account details (Cancel Cheque/Pass Book or Bank Statement showing Bank Account Number and IFSC Code)
- Full and Final Settlement from previous employer (send as soon as u get it)
- Provident Fund - UAN Number
- Personal Email ID
- Mobile Number
- Marital Status
- Full Name and date of births of your legal partner, kids, parents/parents in law.

We look forward to hearing from you and sincerely hope you join our team.

Sameer Srivastav

Sameer Srivastav
Head Of Business Operations - India
BridgeTalent Pvt Ltd
(A Subsidiary of Talent Inc.)




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TEACHFORINDIA PUNE

July 01, 2022

Dear Gayathri,

It gives me immense pleasure to welcome you to the Teach For India - Pune family. As challenging as the next two years will be, I can assure you it will be one of the most memorable experiences for you and your team.

As you graduate into the city, every day, you will not only be symbolizing but also leading the movement in:

- 1) Your Classroom: 3
- 2) Your School: Sardar Karolji Angre English Medium School

I hope you seize this opportunity without a doubt and, in the process, allow us to support you in every way possible, ensuring we are moving forward towards our vision of developing strong leaders at school and community levels towards developing excellent schools & empowered communities in Pune at all points of time.

On behalf of all of us here at Teach For India Pune, I wish you every success for the journey ahead.

Yours truly,

Tushar Jha

Senior Manager - Regional Partnerships
Teach For India - Pune



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



My Pay

Salary

Payslips

Your Income and tax liability is being computed as per Old income tax regime. To learn more, and switch to New income tax regime, [Click here](#).

● Current Effective 20 Jun, 2022

2,63,310 / Annum

SALARY BREAKUP

Regular Salary	Bonus
2,63,310	0

● 2022, Jun Effective 20 Jun, 2022

2,63,316 / Annum

SALARY BREAKUP

Regular Salary	Bonus	Perks
2,63,316	0	87,100



JR
Principal Incharge
St. Mira's College for Girls

STRICTLY PRIVATE AND CONFIDENTIAL

Date: Jul 26, 2022

To,
Harleen Kaur Grewal,
896 Nana Peth,
Atur Terraces, B-21,
Pune - 411002

Telephone: 7057078680

Dear Harleen Kaur Grewal

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finserv Direct Limited ("Company") on the following terms:

1. DESIGNATION & BAND

You will be designated as **Deputy Manager - Marketing, Content and Communications at GB03 Band.**

2. PERIOD OF EMPLOYMENT

- 2.1 Your employment will commence on **August 01, 2022** and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.
- 2.2 The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

- 3.1 You shall be based in our **Pune - Corporate Office** but may be required to serve the Company in any place within or outside India, as required.
- 3.2 You may be required to travel nationally and internationally on the business of the Company.
- 3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.
- 3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. SALARY

- 4.1 Your basic salary will be **Rs. 15000/- (Rupees Fifteen Thousand Only Only)** and your house rent allowance will be **Rs. 7500/- (Rupees Seven Thousand Five Hundred Only Only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.
- 4.2 A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.

You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.



Corporate Office:

4th Floor, B2 Building,
Cerebrum IT Park, Kalyani Nagar,
Pune - 411 014, Maharashtra, India.

Registered Office:

Bajaj Auto Limited Complex,
Mumbai - Pune Road, Akurdi,
Pune - 411 035, Maharashtra, India.

Page 1 of 6
Corporate ID NO.:

U65923PN2014PLC150522
☎ 020-67064900

BridgeTalent Pvt. Ltd.

Offer of Employment: Resume Writer

18th July 2022

Dear Sarrah,

We are delighted to offer you the position of Resume Writer. Our interview team was happy with your skills as well as your thoughtful responses to their questions. We also believe that you will be a good cultural fit for our team.

BridgeTalent (India) Pvt Ltd is a subsidiary of Talent Inc. Talent Inc. was founded in 2014 with the mission to help struggling job seekers navigate career changes and differentiate themselves in a competitive job market. Through our brands, we provide professional resume writing, professional CV writing and interview preparation coaching.

Your Compensation

We believe in helping our customers grow and we also firmly believe that it is our people who make this happen for our customers. Our compensation structure is designed to ensure we add the brightest minds to our team who will help elevate our team to the next level. Here are your compensation details:

Your Gross Annual Salary is ₹ **550000** plus benefits. Please refer to the table below for the detailed breakup of your compensation and benefits. This is subject to revision periodically.

Component	Annual	Monthly
Basic Pay	220,000	18,333
House Rent Allowance	110,000	9,167
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Other Allowance	176,400	14,700
	528400	44,033
Employers' Contribution to Provident Fund	21,600	1,800
Gross Salary	550,000	45,830

The above salary will be subject to statutory deductions under the Indian Income Tax Act and Provident Fund Act at the prevalent rate of Tax and Professional Tax.

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CIN : U74999PN2022PTC207698 | PAN : AAKCB4474C | TAN : PNEB16859D



Principal Incharge
St. Mira's College for Girls

BridgeTalent Pvt. Ltd.

Offer of Employment: Resume Writer

27th July 2022

Dear Sarrah,

We are delighted to offer you the position of Resume Writer. Our interview team was happy with your skills as well as your thoughtful responses to their questions. We also believe that you will be a good cultural fit for our team.

BridgeTalent (India) Pvt Ltd is a subsidiary of Talent Inc. Talent Inc. was founded in 2014 with the mission to help struggling job seekers navigate career changes and differentiate themselves in a competitive job market. Through our brands, we provide professional resume writing, professional CV writing and interview preparation coaching.

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Principal Incharge
St. Mira's College for Girls

BridgeTalent Pvt. Ltd.

The employee contribution is also a part of this amount. It is deductible from your basic salary and is credited to your own Provident Fund account.

Additional Benefits

In addition to the salary mentioned in the section above, the following additional benefits are also being provided to you.

1. Health Insurance

BridgeTalent will provide medical insurance details shortly over email communication.

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BridgeTalent allows you to choose your own laptop. We will reimburse up to ₹ 72,000 over a 12-month period to compensate for the costs you incur. The minimum specification for your laptop should be i5, 8GB RAM, 256 GB SSD.

3. Shift Allowance

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CIN : U74999PN2022PTC207698 | PAN : AAKCB4474C | TAN : PNEB16859D


Principal Incharge
St. Mira's College for Girls

BridgeTalent Pvt. Ltd.

Work Location

You will be working in a "hybrid" work model where you will have the opportunity to work from home for most of the days. From time to time, the company may ask you to come to the office for official purposes and you are expected to come for such events.

Required Documentation

On the day of your joining, please ensure that you are ready to share the following information with our finance team for your payroll and medical enrollment information for our records.


- Address Proof (Aadhaar card)
- PAN Card
- Your Bank Account details (Cancel Cheque/Pass Book or Bank Statement showing Bank Account Number and IFSC Code)
- Full and Final Settlement from previous employer (send as soon as u get it)
- Provident Fund - UAN Number
- Personal Email ID
- Mobile Number
- Marital Status
- Full Name and date of births of your legal partner, kids, parents/parents in law.

We look forward to hearing from you and sincerely hope you join our team.

Sameer Srivastav

Sameer Srivastav
Head Of Business Operations - India
BridgeTalent Pvt Ltd
(A Subsidiary of Talent Inc.)




Principal Incharge
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Address : C-14, Amar Business Zone, Swati Park, Veerbhadra Nagar, Baner, Pune 411045

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An ISO 9001:2015 Certified

DiSHA

COMPUTER INSTITUTE Experts In Computer Training



Diksha Kisar **Senior Faculty**

Emp ID : SGV002

Blood Group : B

OLD SANGVI BRANCH

Main Road

Mob.: 9326101104

JK
Principal Incharge
St. Mira's College for Girls

Ramesh Cable Corporation

461 Budhwar Peth, Near Pasodiya Vithoba Temple, Pune 411002
Ph : 020 24454590 / 24459241-42. E-mail : ravi@rameshcable.in



New Appointment Letter Format

DATE: 11-JULY-2022

Name of the employee: M.s Muskaan Alam Khan

Complete Address : Salunke vihar Road Pune

City, Pincode 411040

Country, India

Subject: Appointment Letter for the Admin work


Dear Muskaan

This is in reference to your Job application followed with the rounds of Interview had with us.

We are pleased to appoint you to the position of (Job Title) in our organization, with effect from (mention date of joining on or before) on the following terms and conditions:

- o You shall be on probation / training for one year from the date of commencement of your service which may be further extended at the discretion of the company. At the end of the probation / training period, if your services have been found satisfactory. Your appointment will be confirmed in writing by the organization. Notice period for either employer during probation will be a period of 30 days or salary in lieu of.
- o Notice period from either employee or company after confirmation of employment will be a period of 45 days or salary on lieu of. In the cases, probation/training or confirmed employee, company reserves the right to your emplacement till alterative person is employed.
- o Your employment is for Company Name Ramesh Cable Corporation Pune ,
- o You will be subject to the Company's rules and regulations for the time being in force and as amended from time to time.
- o During the period of your employment, you shall not engage yourself directly or indirectly, with or without remuneration, for any other employment without written permission from the company.
- o It is agreed that the company may from time to time add, modify or repeal any remuneration, benefit, facility that may have been extended to you on a review of the organization's functioning, finances and prospects and you shall be bound by the organization's decisions in this behalf.

You shall not disclose any information of the company or any of its customers to anyone which may come to your knowledge.


Principal Incharge
St. Mira's College for Girls

Ramesh Cable Corporation

461 Budhwar Peth Pune 411002

Pay Slip for October 2022

Name of the Employee	Muskaan Khan	UAN	
Employee ID	MAK	PF No	
Designation	Admin	ESI No	
Department	Admin	Bank Name	HDFC Bank
DOJ	11.7.2022	Bank A/C No	
Total Working Days	30 days	Paid Days	30 days
LOP days		Leaves Taken	day
Earnings		Deductions	
Basic Wage	₹0.00	EPF	₹0.00
HRA	₹0.00	Professional Tax	₹0.00
Conveyance Allowances	₹0.00	TDS	₹0.00
Medical Allowances	₹0.00	ESI/Health Insurance	₹0.00
Other Allowances	₹0.00		
Total Earnings	₹0.00	Total Deductions	₹0.00
Net Salary			₹ 20,000.00

Employer Signature

Employee
SignaturePrincipal Incharge
St. Mira's College for Girls



Business Owner

Application cum Agreement

Your FBO ID#: 910702384427

Date of Joining: 20 11 2022

Title		Last Name		First Name & Middle Name	
Applicant : Ms		Surag		Nikita Rajendra surag	
Mobile #: 9730006416 <input checked="" type="checkbox"/>		Address : SIR.No.103			
Alt. Contact #: 9822569417 <input checked="" type="checkbox"/>		MAHATMA GANDHINAGAR, YERWADA			
PAN # <input checked="" type="checkbox"/>		YERWADA PUNE			
Date of Birth: 24 12 2000		City : Pune		Postal Office: Yerwada S.O	
Mother's Maiden Name: Santoshi Rajendra su		State : MAHARASHTRA		Postal Code : 411006	
Mailer Dispatch Mode: REGISTERED POST		Marital Status: Single		Nationality : INDIA	
		Email: niktisurag24@gmail.com		<input checked="" type="checkbox"/>	

I UNDERSTAND, REPRESENT AND AGREE THAT:

- I am acting on my own behalf as an individual and that I am 18 years of age or older. I hereby confirm that I am/was not convicted or bankrupt during the last 5 years prior to my association with the direct selling business/Company and I hereby further confirm that I am person of sound mind.
- I have personally attended and received certification at a Forever Living Imports (India) Private Limited ("Company") approved certification meeting or by a Company authorized representative that I have the ability and experience to carry out the obligation set out in this Agreement.
- Upon accepting the terms & conditions of this application and receiving approval by the Company, I will become a Forever Preferred Customer. A Preferred Customer is entitled to receive the Forever Preferred Customer Price of 15% discount from the retail price (plus applicable taxes). Upon purchasing 2 (two) Personal Case Credits worth of Forever Living Product(s) from the company, within 2 (two) consecutive months, the Preferred Customer becomes a Wholesale Qualified Forever Business Owner (FBO). The Wholesale Qualified FBO is entitled to purchase Forever Living Products at the wholesale price of 30% discount from the retail price, plus receive a personal bonus of 5%-18% from the retail price, depending on his or her advancing level within the Marketing Plan.
- This is my first application request to the Company. I have NOT signed any previous applications with the Company or Forever Living Products ("FLP") to the best of my recollection. If any previous applications are found, I fully understand that my first application to the Company will stand and all business may be transferred to it.**
- This application and the terms and conditions attached at Annexure "1" to this application and the clauses in the Company Policy (as revised from time to time) shall constitute as a binding AGREEMENT between myself, and the Company at such time as this application is received and approved by the Company and I agree to perform all the obligations under this Agreement in accordance with the terms of the Agreement or the instructions given by the Company from time to time. I understand that the term Forever Business Owner (FBO) in Annexure "1" refers to me and I shall be bound as a Forever Business Owner (FBO) as set forth therein.
- I am an independent non-exclusive contractor and NOT an agent, employee, partner or legal representative of the Company for any purpose whatsoever. I will be responsible for my own business, and the compliance of the central, state and local statutes, rules and regulations and all applicable laws, including, but not limited to, those relating to licensing and direct & indirect taxation, as applicable or may become from time to time. I am solely responsible for all payments for any goods or services supplied to me in the course of my business.
- The Company may, in its discretion, withhold direct and indirect taxes, from any bonus payable to me under this Agreement. I recognize that any bonus under this Agreement is based on my performance of supervisory, distributive, selling or promoting function in the sale and delivery of the FLP products and in accordance to the Marketing Plan of the Company, and not on the number of hours worked or an element of chance.
- There is no required minimum investment or minimum inventory requirement. All purchases shall be in reasonable quantities in relationship to sales and personal consumption.
- I have received and read the Company's policies, procedures and marketing plan ("Company Policy") and agree to abide by them. I agree to operate my business in accordance with the Company Policy as amended by the Company from time to time. I understand that my acts, or lack of action, which may result in a misuse, misrepresentation or violation of the Company Policy can cause the termination of my Forever Business by the Company without any payments of whatsoever nature and with immediate effect.
- The Company may at any time, after reasonable notice, change, amend, add to, or modify this Agreement and/or its Company Policy to maintain a viable marketing system, comply with legal requirements and changes in economic conditions, and I shall be bound by and shall operate my business in accordance with any such changes, amendments, additions or modifications.
- I shall properly represent the Company's products in accordance with the Company Policy. All forms of advertising, including, but not limited to audio and visual and printed material, must be submitted and approved in writing by a Company authorized representative PRIOR to its use.
- I agree to buy the products of the Company from the Company or the Company's Designated Distributor ("Designated Distributor") of the Company. All purchase orders will be considered as completed only upon realization of full payment and collection of delivery of the order. The Company may pay bonus to me based on my performance and in accordance with its policies on bonus. I further agree to sell products to my customers and maintain records of all such sales and inventory of FLP products. I understand fully that I will be in violation of the Company Policy by making sales to other FBOs or 3rd party sellers and sites.
- I hereby agree and undertake that I will comply with the Consumer Protection (Direct Selling) Rules, 2021. I hereby further agree that I will not promote a Pyramid Scheme or enroll any person to such scheme or participate in such arrangement in any manner whatsoever in the garb of doing business with the Company. I hereby further agree that I will not participate in money circulation scheme in the garb of doing business with the Company.
- I hereby agree and undertake that I will not (a) Indulge in fraudulent activities or sales and shall take reasonable steps to ensure that FBO/Consumer/Preferred Customers do not indulge in false or misleading representations or any other form of fraud, coercion, harassment, or unconscionable or unlawful means; (b) engage in, or cause or permit, any conduct that is misleading or likely to mislead with regard to any material particulars relating to company business, or to the goods being sold by myself (c) Indulge in mis-selling of products or services to consumers; (d) "use, or cause or permit to be used, any fraudulent, coercive, unconscionable or unlawful means, or cause harassment, for promoting company business, or for sale of Company's goods" (e) refuse to take back spurious goods or deficient services and refund the consideration paid for goods and services provided in accordance with the Company Policy of the Company (f) charge any entry fee or subscription fee.
- I MAY AT ANY TIME TERMINATE THIS AGREEMENT BY GIVING 14 DAYS' PRIOR WRITTEN NOTICE TO THE COMPANY. If I elect to terminate this Agreement, the Company shall endeavor that all products which I purchased from the Company or the Designated Distributor and which are in my possession at the time of termination, may be returned at a discounted price, at the Company's own discretion, in accordance with the Company Policy. For this purpose, all products held by me for more than 365 days from date of purchase shall be considered not to be in a resalable condition.
- The Company may cancel this Agreement at any time with immediate effect and without payment of any nature whatsoever, if (i) I am in breach of any of the terms of this Agreement and/or the Company Policy, or (ii) I am responsible for any of the acts prohibited in the Company Policy, or (iii) in case of breach of any applicable laws, rules or regulations, or (iv) on the occurrence of any event evidencing the neglect or inability on my part to pay my debts when due to the Company or the Designated Distributor; or (v) I have become bankrupt or insolvent or enter into liquidation or a receiver is appointed to my assets or (vi) if the Company should for any reason arrive at the decision that I should not be continued as its FBO. **The Company shall also have the right to terminate this Agreement by giving prior notice in writing (as detailed out in the Company Policy) if the Forever Business Owner fails to make any purchase of FLP products from the Company for the prescribed duration as per the current Company Policy version.**
- The Company will make the FLP products available to me (either directly or through the Designated Distributor) as an FBO and shall pay me various commissions as set forth in the Company Policy. As long as I am an FBO and not in violation of this Agreement, the Company shall pay me for my successful sales efforts in accordance with the commissions established by the Company Policy.
- I agree that the appointment of sub-representatives by me will be subject to the final written acceptance and approval of the Company of the sub-representative's application. I agree that this Agreement is personal in nature and cannot be assigned, sub-contracted or transferred, except in the event of my death, in which case the same may be inherited by an individual who can qualify as a FBO.
- All disputes and differences arising between myself and the Company shall be subject to the dispute resolution clause specified in the Company Policy.
- This Agreement shall be governed by the laws of India and the Courts of Mumbai, India shall have exclusive jurisdiction over any dispute arising from this Agreement.
- All terms and conditions set out in the Annexure "1" and the Company Policy shall be treated as if specifically set out in this Agreement and shall be fully binding on me.
- I will conduct myself with the highest ethics and integrity. I represent that I have never been convicted of felony or charged with crime involving immoral acts or dishonesty.
- I hereby give the company my consent to send me emails and sms alerts in relation to my Forever business.
- I hereby authorize, agree and unambiguously consent to the transfer/transmission by the Company (or any of affiliates/entities) of any of my personal data/information available with Company for legitimate business purposes. This authorization and consent is freely given by me.

I confirm that I have understood all the terms and conditions of this agreement along with the Material terms of participation and attended the authorized orientation program before signing into this agreement.

YOUR SPONSOR'S DETAILS:

Sponsor FBO ID#: 910701648716

Title		Last Name		First Name	
Sponsor : MR		SHETH		HEMANT	
Mobile #: 9428779789		Email: hemantcsheth@gmail.com			

Sponsor's Address : B 302, P.T COLLEGE ROAD, CHANDRANAGAR, PALDIPALDI, AHMEDABADPALDI

JK
Principal Incharge
St. Mira's College for Girls



This contract does not require a SIGNATURE as digital verification steps to establish the individual's consent and identity have been affected through electronic means and the parties are at consensus-ad-idem. This agreement fulfills the requirements of a valid and legally enforceable contract under the Indian Contract Act, 1872.

Forever Living Imports (India) Pvt. Ltd. CIN: U51101MH2011PTC212700 (denotes digital verification of information through consent of applicant)
Registered Office: 501 Skyways Centre, 5th Floor, Above Lijjat Papad, Opp. Bandra Rly. Stn., 3 Gurunanak Road, Bandra (W), Mumbai - 400 050.
Mailing Address: Forever Plaza, 74, Hill Road, Bandra (W), Mumbai 400 050. India. Tel : 022 6641 4000 e-mail : flpcare@flpindia.net



Business Owner

Application cum Agreement

Your FBO ID#: 910702384427

Date of Joining: 20 11 2022

ANNEXURE "1"

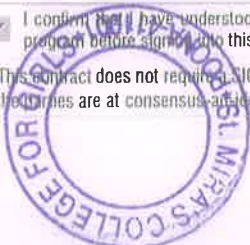
Terms and Conditions

- Intellectual Property** – The Forever Business Owner (FBO) agrees to use the trademarks, trade names and logos relating to the FLP products (the "Products") only in the registered or agreed style in connection with the marketing and sale of the Products and shall not use such trademarks, trade names or logos in connection with any other products or services or as part of any corporate or any trade name. The FBO recognizes and agrees that all intellectual property rights in or relating to the Products including the trademarks, trade names, logos, copyrights and patents ("Intellectual Property") are and shall remain the sole and absolute property of the Company. The FBO shall notify the Company of any illegal or unauthorized use of any Intellectual Property and shall cease the use of the Intellectual Property from the time this Agreement is terminated and shall not use or adopt any mark, name or logo deceptively similar thereto at any time thereafter.
- Title to the Products** – The property in the Products shall not pass to the FBO until the price due in respect of such Products has been paid in full, provided nevertheless that the FBO shall bear the risk of any loss of damage to or deterioration of the Products from whatever cause arising after delivery of the Products to the ex-warehouse/factory or other delivery point designated by the Company as concerns a particular purchase order. The Company shall endeavor that the above terms shall also apply in case of purchase of Products by the FBO from the Designated Distributor or the Company.
- Purchase Orders** – The Company has a standard format for placing orders of Products. The Company shall endeavor that FLP Trading or the Designated Distributor from whom the FBO shall purchase Products shall adhere to such format. Such a purchase order placed on the Company or the Designated Distributor shall govern all purchases of Products by the FBO. Purchase orders shall be in such form and contain such contractual terms and conditions as the Company may prescribe from time to time. Provided that should any conflict occur between a purchase order and this Agreement and/or Company Policy, this Agreement and the Company Policy will prevail. The Company may amend purchase orders as it deems necessary or advisable without notice to the FBO. All purchase orders must be accepted in writing before they become binding on the Company or the Designated Distributor and the Company or the Designated Distributor shall be under no obligation to accept purchase orders. Any acceptance of purchase orders shall be effective at the place of acceptance.
- Resale of Products** – The FBO shall, subject to applicable laws, regulations and policies, resell the product to retail customers at prices independently agreed upon between the FBO and the retail customer in accordance with the Company Policy. The FBO shall not make any guarantee or representation or give any warranty in respect of the Products other than those previously authorized by the Company in writing. The FBO shall be solely responsible for any representation made without authorization from the Company and shall indemnify the Company from any claims and expense resulting from such unauthorized representation.
- Expenses** – The FBO shall bear and pay when due all expenses incurred by the FBO or by his/her team, in the performance of obligations imposed by this Agreement and Company Policy. The FBO shall obtain at his/her own expenses all necessary governmental permits, licenses and other requirements (if and when required) for the Products purchased by him/her and agrees to pay all charges, duties, fees, levies, tariffs or taxes which are assessed against the Products by the government or agency thereof.
- Confidentiality** – The FBO shall not use or divulge or communicate to any person (other than as permitted or contemplated by this Agreement or with the written authority of the Company or as may be required by law) any confidential information concerning the products, customers, business, accounts, finances or contractual arrangements or other dealings, transactions or affairs of the Company which may come to his/her knowledge during the continuance of this Agreement. This obligation shall continue after the termination or expiration of this Agreement.
- Government Regulations** – The FBO shall be responsible for compliance with all applicable central, state and local statutes and regulations, including, but not limited to, those relating to licensing and direct and indirect taxation and shall notify the Company of any changes in the laws and regulations relating to the nature, method of manufacture, packaging or labeling of the products and taxation.
- LIMITATION OF LIABILITY** – THE FBO AGREES THAT UNDER NO CIRCUMSTANCES SHALL THE COMPANY OR ITS AFFILIATES BE LIABLE FOR ANY CONSEQUENTIAL, DIRECT OR INDIRECT OR INCIDENTAL LOSS OR DAMAGE HOWSOEVER CAUSED OR ARISING (INCLUDING CONTRACT, NEGLIGENCE, STRICT LIABILITY OR OTHERWISE) FROM THE QUALITY, PERFORMANCE, MERCHANTABILITY, DURABILITY OR FITNESS OF THE PRODUCTS, AND ALL WARRANTIES, CONDITIONS AND UNDERTAKINGS ARE HEREBY EXCLUDED.
NOTWITHSTANDING ANYTHING CONTAINED HERE IN THIS AGREEMENT OR THE APPLICATION, THE MAXIMUM AGGREGATE AMOUNT OF LIABILITY OF THE COMPANY IN RESPECT OF ALL CLAIMS UNDER THIS AGREEMENT OR THE APPLICATION SHALL NOT, IN ANY EVENT EXCEED THE CONSIDERATION PAID BY THE FBO TO COMPANY FOR THE PARTICULAR PRODUCT FROM WHICH SUCH CONSEQUENTIAL, DIRECT OR INDIRECT OR INCIDENTAL LOSS OR DAMAGE HOWSOEVER CAUSED OR ARISING AS MENTIONED ABOVE.
- Products List and Alteration to Products** – The Company may, from time to time, amend the list of Products by addition or deletion and may alter the specifications or designs of any Products. The FBO shall not change or alter the Products in any manner.
- Hold Harmless** – The FBO agrees to hold harmless and indemnify the Company against any loss, damage or expenses, including reasonable attorney's fees, suffered by and any claims, suits or proceedings brought against the Company or the Designated Distributor which arise out of or in connection with the performance or failure of performance by the FBO of any covenants, obligations or responsibilities contained in this Agreement.
- Force Majeure** – Neither Party shall be liable for any loss or damage of any nature incurred as a result of any failures or delays in performance due to any cause or circumstances beyond its control. This includes, but not by way of limitation, any failure or delays in performance caused by any fire, act of God or the public enemy, riots, incendiaries, interference by civil or military authorities, compliance with the laws, orders or policies of any governmental authority which events directly affect the performance of obligations of a party under this Agreement.
- Partial Validity** – If any provision of this Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent, the remainder of this Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the unenforceable provision.
- Authentic Text** – The authentic text of this Agreement is in English language and shall be controlling in the event a question of interpretation or construction should arise. The text of all day to day commercial communication between the Company and the FBO will be in English and, if and when necessary, the FBO will translate local language into English.
- Notices** – Any notice required or authorized to be given hereunder, except for routine and typical documentation, shall be served by certified letter return receipt requested or by telex/facsimile addressed to the Company or the FBO (as the case may be) at the applicable address. Any notice so given by letter shall be deemed to have been served seven (7) days after the same shall have been posted, not including the day of posting and any notice given by telex/facsimile shall be deemed to have been served on the day of sending the message. Proof that such letter was properly addressed and put into the post, and in the case of the telex/facsimile, that the message was sent to the correct telex/facsimile numbers shall be conclusive evidence of service. Notice required by this Agreement shall be addressed to any other address as may be specified by either party by written notice to the other.
- Entire Agreement** – This Agreement including this Annexure "1" and Company Policy constitutes the entire Agreement and understanding between the Parties hereto with respect to the subject matter hereof and supersedes all previous Agreements, if any, in this regard between the Parties.
- Waiver** – Failure by any party to exercise any of its rights under this Agreement in one or more instances shall not constitute a waiver of those rights in another instance. Waiver by a party of any of the rights established herein shall not be considered as a waiver of another right established herein.
- Interpretation** – The headings of the articles, clauses and paragraphs of this Agreement are inserted for convenience only and shall not affect the construction of the terms of this Agreement. Capitalised words not expressly defined herein shall be construed in accordance with the meaning ascribed to them in the Company Policy.
- Assignment** – The FBO is precluded from assigning any of its rights and obligations under this Agreement without the express written permission of the Company. However, nothing in this Agreement shall prohibit the Company from assigning any or all of its rights and obligations under this Agreement to any of its affiliates or group companies.

I confirm that I have understood all the terms and conditions of this agreement along with the Material terms of participation and attended the authorized orientation program before signing into this agreement.

This contract does not require a SIGNATURE as digital verification steps to establish the individual's consent and identity have been affected through electronic means and the terms are at consensus between. This agreement fulfills the requirements of a valid and legally enforceable contract under the Indian Contract Act, 1872.

(denotes digital verification of information through consent of applicant)



Ref: 913137/2149047/Permt

Date: 15th September, 2022

Pratiksha Prabhudas Kautikkar
Bliss Coast, E-Wing 704, Jambhulwadi
Roadlipane Wasti, Shani Nagar, Ambegaon Bk
Phone No: 7875652409


Subject - Offer of Appointment

Dear Pratiksha Prabhudas Kautikkar,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Sr. Associate Customer Support** on U2 band, operating out of our **Pune** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 400000 (Rupees Four Lakhs Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **15th September, 2022** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Kajal Prakash Hule** at **12:00 PM** to complete the joining formalities at **Tech Mahindra Limited, Plot No.01, Rajiv Gandhi Infotech Park, Phase-3, Hinjewadi, Pune SEZ, Pune - 411057**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Kajal Prakash Hule** latest by **15th September, 2022**.




Principal Incharge
St. Mira's College for Girls

9. For any clarification / further Information on-

- Employment terms and conditions, please get in touch with Offers Team (E-Mail: PS00551100@TechMahindra.com)

For Tech Mahindra Limited



Mukul Sah
Group Function Head (Support) – Human Resource

Encl: Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F – Intellectual property Assignment, Annexure-G – General Covenant, Annexure H -(Code of Conduct and Ethics).

Accepted

Date:

Signature of Candidate:




Principal Incharge
St. Mira's College for Girls

Registered Office:
 Gateway Building, Apollo Bunder Mumbai
 400 001

Annexure - A

NAME	Pratiksha Prabhudas Kautikkar	
TITLE	Sr. Associate Customer Support	
BAND	U2	
LOCATION	Pune	
COMPONENTS	Per Annum (All figures in Indian Rupees)	
BASIC (@35% OF TOTAL FIXED PAY)	120953	
HRA (@70% OF BASIC)	84667	
BONUS / STATUTORY BONUS	16800	
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	14514	
EMPLOYER'S CONTRIBUTION TO ESI (3.25% OF TOTAL SALARY COMPONENTS)	0	
PERSONAL PAY	108646	
TOTAL FIXED PAY..... (A)	345580	
TOTAL VARIABLE PAY (TVP)..... (B)	38398	
ADDITIONAL BENEFITS..... (C)	16022	
GRATUITY	5818	
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	10204	
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	400000	

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Company Transport:

- In the event of your availing Company provided transport to commute to and from office, deduction will happen from your salary as per applicable policy.

ii) **Payment of Bonus: The provisions of Payment of Bonus Act, 1965, as amended from time to time are currently applicable to you.




 Principal Incharge
 St. Mira's College for Girls

iii) *****Performance Incentive** would be payable to you starting from your Go Live Date. Maximum amount based on 100% performance; however, the actual payout shall be based on individual performance against set targets and / or performance of the organization. The Performance incentive will be paid-out as per existing company policy.

iv) Insurance

a) **Group Term Life Insurance Coverage:** You would be covered under the existing Group Term Life Insurance scheme of the company applicable to the employees in your respective grades as per the company policy and the same will be paid to the respective nominated beneficiary on the unfortunate death of the employee.

b) **Hospitalisation coverage:** You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs**.

c) **Group Personal Accident Insurance (GPAI) coverage:** You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.

Notes:

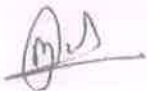
a) Performance Incentive will not be payable if you have resigned and are serving notice period or are not on the company rolls on the date of disbursement.

b) Performance Incentive would be subject to Tax deduction as per Income Tax Act.

c) The Company reserves the right to amend, modify, rescind / reinstate the above mentioned schemes partly or completely at any point of time.

With Best Wishes,
For Tech Mahindra Ltd.

Accepted by :



Mukul Sah
Group Function Head (Support) – Human Resource

Location :
Date :




Principal Incharge
St. Mira's College for Girls

August 26, 2022

Ref:HDBFS/22-23/HRIC69814/Appt/158857

Ms.Prerana Atul Waghmare,
Sr No 08 Yashwant Nagar,
Near Mahalaxmi Mirchi ,
Kandap Kendra Yerwada,
Pune-411006

Dear Ms.Prerana Atul Waghmare,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - PROCESSING on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.
- b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- c) Your duties and responsibilities will be explained to you on your joining the Company.
- d) Your initial place of posting will be at Pune .You are initially assigned to services at our client premises, BUND GARDEN ROAD BACK OFFICE. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.

eSigned using AAdhika
(Leagality.com) (UckGPb)
Prerana Atul Waghmare

Date: Tue Sep 27 14:19:01 IST
2022




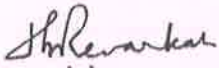

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- e) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- f) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.
- g) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.
- h) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.
- i) Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.
- j) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.
- k) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.
- l) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.
- m) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.



Annexure A

 HDB FINANCIAL SERVICES		Compensation Breakup	
Name	MS.PRERANA ATUL WAGHMARE		
Role	Jr. Officer - Processing		
Grade	Grade-I		
Location	Pune		
Annual Compensation Break up			HDBFS Monthly
Basic	95,760		7,980
HRA	38,304		3,192
PDA	25,536		2,128
Provident Fund (Employer's contribution)	14,556		1,213
Gross Salary (A)	1,74,156		14,513
ESIC (Employer's contribution)----(B)	5,187		432
Gratuity----- (C)	4,606		384
Total Fixed Compensation (D=A+B+C)	1,83,949		15,329
Note:			
This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.			
Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively			
Gratuity is as per "The Payment of Gratuity Act".			
You will be covered under Group Personal Accident Insurance as per policy of the Organization			
		Ref:HDBFS/22-23/HRIC69814/Appt/158857	

I accept the terms and conditions as mentioned in the Appointment letter.

eSigned using Aadhaar
(Legality.com - vDokGPb)
Prerana Atul Waghmare

Date: Tue Sep 06 14:19:01 IST
2022

Ms.Prerana Atul Waghmare




Principal Incharge
St. Mira's College for Girls

Offer ref # 158857

SPECIMEN

FORM 2 (REVISED)

**NOMINATION & DECLARATION FORM
FOR UNEXEMPTED / EXEMPTED ESTABLISHMENTS**

GROUP No. :

Office :

Declaration and Nomination Form under the Employees Provident Funds
and Employees Pension Scheme

(Paragraph 33 & 61 (1) of the Employees Provident Funds Scheme, 1952 and
Para 18 of the Employees Pension Scheme, 1995)

1. NAME (in block letters) : Prerana Atul Waghmare
2. FATHER'S / HUSBAND'S NAME : Atul Waghmare
3. DATE OF BIRTH : 11-Oct-2001
4. SEX : Female
5. MARITAL STATUS : Single
6. ACCOUNT NO : MH / BAN / 49611
7. ADDRESS : Sr No 08 Yashwant Nagar,
Near Mahalaxmi Mirchi ,
Pune - 411006

PART - A (EPF)

I hereby nominate the persons(s) / cancel the nomination made by me previously and nominate the person(s), mentioned below to receive the amount standing to my credit in the Employees Provident Fund in the event my death.

Name & Address of the Nominee(s)	Nominee's relationship with the member	Date of Birth	Total amount or share of accumulation in PF to be paid in each nominee	If the nominee is minor, name & relationship & add. of the guardian who may receive the amount during minority of nominee
(1)	(2)	(3)	(4)	(5)
Atul Hiranman Waghmare, Sr No 08 Yashwant Nagar, Near Mahalaxmi Mirchi, Pune - 411006	Father	04 - Apr - 1969	100	No



- * Certificate that I have no family as defined in para 2 (g) of the Employees Provident Funds Scheme, 1952 and should I acquire a family thereafter the above nomination should be deemed as cancelled.
 - * Certified that my father / mother is / are dependent upon me.
- (*) Strike out whichever is not applicable.

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eSigned using Aadhaar
(Leegality.com - vDckGPb)
Prerana Atul Waghmare

Date: Tue Sep 06 14:19:01 IST
2022

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

- फार्म-1 का प्रेषण क.रा.बी. (साधारण) विनियम, 1950 के विनियम 11 व 12 के अंतर्गत विनियमित किया जाता है।
Submission of Form-1 is governed by regulation 11 & 12 of ESI (General) Regulations, 1950
- "कुटुम्ब" से किसी बीमाकृत व्यक्ति के निम्नलिखित सभी अथवा कोई नातेदार अभिप्रेत है:-
अर्थात्:- (1) विवाहिती (2) बीमाकृत व्यक्ति पर आश्रित कोई धर्मज या दत्तक अवयस्क आश्रित बालक, (3) कोई बालक जो बीमाकृत व्यक्ति के उपार्जन पर पूर्णतः आश्रित है तथा जो (क) शिक्षा प्राप्त कर रहा है, उनके 21 वर्ष की आयु प्राप्त कर लेने तक (ख) कोई अविवाहित पुत्री, (4) कोई बालक जो किसी शारीरिक अथवा मानसिक अपसामान्यता या चोट के कारण शिथिलांग है तथा शिथिलांगता रहने तक बीमाकृत व्यक्ति के उपार्जन पर पूर्णतः आश्रित है, (5) आश्रित माता-पिता, (ब्योरे हेतु क.रा.बी. अधिनियम, 1948 की धारा 2 के खंड 11 को देखें)।
"Family" means all or any of the following relatives of an Insured Person namely:-
(i) a spouse (ii) a minor legitimate or adopted child dependant upon the I.P.; (iii) a child who is wholly dependant on the earnings of the I.P. and who is (a) receiving education, till he or she attains the age of 21 years (b) an unmarried daughter; (iv) a child who is infirm by reason of any physical or mental abnormality or injury and is wholly dependant on the earnings of the I.P. so long as the infirmity continues; (v) dependant parents (Please see Section 2 clause 11 of the ESI Act 1948 for details.
- पहचान-पत्र अहस्तान्तरणीय है।
Identity Card is Non-Transferable.
- पहचान-पत्र के गुम होने की स्थिति में नियोजक/शाखा प्रबंधक को तत्काल सूचित किया जाए।
Loss of Identity Card be reported to Employer/Branch Manager immediately.
- किसी प्रकार की गलत सूचना देने की स्थिति में क.रा.बी. अधिनियम, 1948 की धारा-84 के तहत कानूनी कार्यवाही की जा सकती है।
Submission of false information attracts penal action Under Section 84 of ESI Act. 1948.
- नई नियुक्ति की स्थिति में भली-भांति भरा हुआ यह फार्म नियुक्ति के दस दिन के भीतर संबंधित शाखा कार्यालय में अवश्य ही प्रस्तुत किया जाना चाहिए। विलम्ब की स्थिति में नियोजक के विरुद्ध धारा-85 के तहत कानूनी कार्यवाही की जा सकती है।
This form duly filled in must reach the concerned Branch Office within 10 days of appointment of an Employee. Delay attracts penal action under Section 85 of the Act, against employer.
- बीमाकृत व्यक्ति होने के नाते आप व आपके परिवार के आश्रितजन चिकित्सा हितलाभ प्राप्त कर सकेंगे। अन्य नकद हितलाभ हैं, (1) बीमारी हितलाभ (2) अस्थायी अपंगता हितलाभ (3) स्थायी अपंगता हितलाभ (4) आश्रितजन हितलाभ (5) प्रसूति हितलाभ (महिला कर्मचारी के लिए)।
As an insured person you and your dependant family membes are entitled to full medical care. The other benefits in cash include (1) Sickness Benefit (2) Temporary Disablement benefit (3) Permanent disablement Benefit (4) Dependants benefit and (5) Maternity Benefit (in case of woman employees) subject of fulfillment of contributory cnditions.
- अधिक जानकारी के लिये कृपया निगम के वेबसाइट को देखें या शाखा कार्यालय या क्षेत्रीय कार्यालय से संपर्क करें।
For more details please contact website of ESIC at www. esic.org. in. or contact Regional Office or Branch Office.

केवल शाखा कार्यालय में प्रयोग हेतु
For Branch Office Use only

- बीमा संख्या आवंटन की तारीख :
Date of allotment of Ins. No. : _____
- अस्थायी पहचान पत्र जारी करने की तारीख :
Date of Issue of T.I.C. : _____
- औषधालय का नाम/संख्या :
Name /No. of Dispensary : _____
- क्या अन्योन्य चिकित्सा व्यवस्था उपलब्ध है? यदि हां, तो उल्लेख करें :
Whether reciprocal Medical arrangements involved. if yes, please indicate :

शाखा प्रबंधक के हस्ताक्षर
Signature of Branch Manager

Principal Incharge
St. Mira's College for Girls

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु/जन्म-तारीख Date of Birth/Age as on date of filling form	कर्मचारी के साथ नातेदारी Relationship with the Employee	क्या उनके साथ रह रहे हैं? बताएं Whether residing with him/her.		यदि नहीं, तो आवास का स्थान दर्शाएं If No, state Place of Residence	
				हाँ/Yes	नहीं/No	कस्बा/Town	राज्य/State
1	ATUL HIRAMAN WAGHMARE	04-04-1969	Father	Yes			
2	ASHA ATUL WAGHMARE	02-07-1978	Mother	Yes			



Private & Confidential**Date : 29/09/2022**

YUKTA AVINASH GAIKWAD
B-15, 3RD FLR, LOKPRIYANAGRI, VISHRANTWADI, DHANORI ROAD
MAHARASHTRA -411015

APPOINTMENT LETTER

Dear YUKTA AVINASH GAIKWAD,

Subsequent to the meetings between Concentrix Daksh Services India Private Limited (hereinafter, 'Concentrix'/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job profile, would be Advisor I, Blended Support. Any change in your Social Job Title/ Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be Pune.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 04/10/2022 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) before 03/10/2022 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at Shaun.george@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.



Concentrix Daksh Services India Private Limited
Registered Address: Hindustan Times House, Level 10, K G Marg, Connaught Place
New Delhi- 110001, India
91 11 68187745

CIN: U72200DL1999PTC102972

Signature of Candidate
CNX/REC/ART/AGHR/AFTE/6.4

info@concentrix.com · www.concentrix.com


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1.5 As per Company regulations you are required to furnish before joining, documentary proof of your last drawn salary, educational qualifications and work testimonials and also that you are free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date. (Document Checklist)

2. Terms and Conditions:

2.1 Valid Passport:

(A) Comp Grade 12 & 11: Clause 2.1.1

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. If you do not hold a valid passport on the date of joining, you must apply for a passport and submit copy of your passport within 180 days from your date of joining. Failure to do so may lead to termination of your employment.

(B) Comp Grade 10: Clause 2.1.2

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. In the absence of a valid passport, proof of having applied for passport should be submitted on the day of joining and a copy of your valid passport should be submitted within 90 days from date of joining. Failure to do so may lead to termination of your employment.

2.1.3 If you are not an Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in India for the duration of your employment (unless you are permanently transferred to an office outside India).

2.2 While in the employment of the Company, you may be required to undergo mandatory on-the-job training/s as per applicable policies and procedures of the Company, at the end of which an assessment may be conducted. If you do not clear the assessment then the Company reserves a right to either:

- a) Require you to undergo another training program; or
- b) Offer you a transfer to an alternate process (which may have a reduced pay structure) if declared "Not Suitable" for the process you were originally hired for. Please note that in the event of you not consenting to the transfer to the alternate process or to the reduced pay structure your services may be terminated; or
- c) Terminate your services.


2.3 The compensation offered to you is based on your employment history credentials including your prior work experience, the type of industry and compensation offered to you by the previous employer. If you are unable to produce documentary evidence (Please see the Document Checklist in the Annexure) to substantiate the same, your compensation shall be modified and the compensation offered in this Appointment letter shall no longer be valid.

2.4 Your employment with the company shall at all times be subject to the receipt of satisfactory reference / verification checks, which may include criminal, financial and any other background checks as required by the Company based on its business requirements. The Company will terminate your employment in the event of an unsatisfactory background check. In the event of negative background verification, the company at its sole option,



Signature of Candidate

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may allow you to provide justification / explanation for re-verification with supporting documents, in response to its show cause notice, so issued. In such event, you will be put on 'Leave without pay' from the date of issue of show cause notice until the revised findings are received for final closure of the case.

2.5 The Company may, at its sole discretion, also require you to undergo a drug test at any time. If such drug test indicates use of an illegal drug or a non-medically prescribed controlled substance and/or alcohol dependence, the Company reserves the right to take suitable action against you, including but not limited to termination of your services.

2.6 The Company may pay you such fixed amount/ stipend as it may so decide, during the period of your undergoing structured process/ product and other essential training sessions. Performance incentive will be applicable to you only after you commence regular working in operations.

2.7 The initial period of probation is 365 days from your date of joining. You will be deemed to be confirmed at the end of the probation period unless communicated otherwise, through normal and accepted modes of employee communication within the company.

2.8 During the period of probation, your services may be terminated by either party giving the other **15 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, no such notice or notice pay shall be payable in case your services are terminated on account of failing the background check, for misconduct or if you are unable to provide sufficient documentary evidence to establish your employment history credentials.

2.9 After confirmation and thereafter, your services may be terminated at any time by either party giving the other a **30 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, due to exigencies of business, the Company at its sole discretion may not agree to take the **gross** salary in lieu of notice and ask you to serve the entire or part of the notice period. No such notice or notice pay shall be payable by the organization in case your services are terminated on account of any misconduct by you.

2.10 In the event that you are transferred by the Company to another position (which may include transfer to a new role, competency, or office) or location of the Company, the terms and conditions applicable to the new position or location (including, but not limited to the compensation and benefits, allowances, entitlements, rules, regulations and conditions of service of such new position or location) shall apply to you.

2.11 You will automatically retire on attaining the age of 58 years. The age as declared in your application shall be binding on you. An extension, however, may be given at the discretion of the Company. You may be retired earlier if found medically unfit.

2.12 While in the employment of the Company, you are in no way allowed to be employed by any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

2.13 You confirm that you have disclosed fully to the Company all your business interests whether or not they are similar to or in conflict with the business or activities of the Company. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment.

2.14 You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and authorized by the Company to assign such duties and responsibilities.

2.15 All Company Assets such as including but not limited to Laptop, ID Badge, Corporate Credit Card, Headsets and Adaptor etc. needs to be returned on or before Last Day of Employment (LDE). The employee must return the above mentioned and applicable Company assets upon demand. The employee must abide by the clauses of Undertaking Cum Declaration signed by him at the time of issuance of the Company assets. In case, employee does not return any Company asset before LDE, the Company shall be entitled to injunctive relief and to specific enforcement of the terms and provisions hereof, in addition to any other remedy to which the Company may be entitled at law or in equity.



Signature of Candidate
CNX/REC/ART/AGHR/AFTE/6.4


Principal Incharge
St. Mira's College for Girls

August 22nd, 2022

Urvi Shetty

OFFER LETTER

Dear Ms. Shetty:

Zocdoc Online Health Management India Private Limited (the "Company") is pleased to offer you employment on the following terms:

1. **Date of Joining:** Your date of joining the Company will be **September 12th, 2022**.
2. **Job Title:** Your initial title will be **Provider Data Operations Researcher**. This is a full-time position. While you render services to the Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time, paid or unpaid) without the prior written permission of the Company. In case this condition is contravened, your employment shall be deemed to be automatically terminated without any benefits (monetary or otherwise) to which you may have been ordinarily entitled with effect from the date on which you engaged in any other employment, consulting or other business activity.
3. **Probation:** You will be on probation for a period of three (3) months from the date of joining. During your probation period, your appointment is terminable without notice thereof on either side, without having to assign any reason thereof. On successful completion of your probation period, you'll be deemed as a "confirmed" employee.
4. **Salary and Benefits:** The Company will pay you an annual salary prorated for your start date and payable in accordance with the Company's standard payroll schedule. The annual salary may be increased solely at the discretion of the Company. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time. Your salary details and including benefits are enclosed herewith in Exhibit A. You shall not be entitled to benefits other than what has been expressly stated in Exhibit A.
5. **Background Check:** Your employment with the Company is contingent upon a satisfactory background check. If any declaration given by you at the time of your appointment or later is found to be wrong or you are found to have wilfully suppressed information, the appointment itself will be deemed to be void and your service will be liable to termination without notice or compensation in lieu thereof. The Company may immediately terminate your service without any compensation or notice thereof, if you're in material breach of this contract.
6. **Place of Work:** Your place of employment will be at the Company's office in Pune. You may however be required to work (without any further remuneration or benefit and at the entire discretion of the Company) at any place of business which the Company has or may later acquire or establish. The Company may, after giving you reasonable notice, transfer or send on deputation or assign your services to any place of business of the Company or any of its subsidiaries or affiliates that may be presently operating, or which may subsequently be acquired or established in any part of India or abroad. In such a case, you will, in addition to the terms of this agreement, be governed by the policies of that location. You may be required by the Company to make such tours as may be necessary in the interest of the Company's business. The Company shall reimburse you for all reasonable expenses incurred by you during such tours as per the company policies.
7. **Absence without Leave intimation:** An employee who is constantly absent from work for more than ten (10) consecutive working days without prior approved leave from the Company or without reasons acceptable to the Company or without informing the Company of the reason prior to such absence shall be deemed to have resigned from the Company.

Zocdoc Online Health Management India Private Limited

4th & 5th Floor, Onyx Towers, 37/3 Ghorpadi, North Main Road, Koregaon Park, Pune - 411001, Maharashtra,
India CIN: U95000PN2013PTC147583 • +91-20-67081900 • ryan.stam@zocdoc.com


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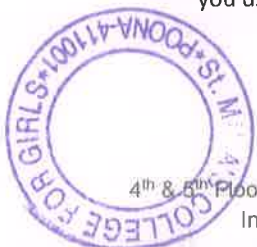
8. **Proprietary Information and Inventions Agreement:** Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Proprietary Information and Inventions Agreement, a copy of which is attached hereto as Exhibit B.
9. **Company Handbook:** You will be bound by the terms of the Company Handbook also referred to as "The Prescription Pad". This letter agreement must be read in consonance and together with the Company Handbook in such a manner that the Company Handbook is deemed to be an integral part of this letter agreement and is enforceable as such. In case of any conflict between the terms of this letter agreement and the Company Handbook (or other Company policies), the terms of this letter agreement subject to applicable law shall prevail.
10. **Safety of Company Property:** You will be deemed responsible for the safe custody of any tools, equipment, books or property of the Company, which may be in your charge. The Company will have the right to deduct from your dues the money value of any damage or loss caused by you to its property.
11. **Termination:** In case you're a confirmed employee, either you or the Company may terminate your services by giving at least 30 days prior written notice or by giving 30 days salary in lieu of notice.

Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause provided that the notice of termination (as stated above) has been issued by either party.

The Company has the right to terminate your services summarily without notice or salary in lieu in the event of any misconduct through such proceedings as has been detailed in the Company Handbook, a copy of which is available with the People Operations team.

Upon termination of service or resignation, an employee will receive pay in lieu of the unutilized leaves on a pro-rata basis based on current gross salary.

12. **Post Termination Obligations:** Upon termination of your services, you agree to handover all the documents, papers, notes, books, correspondence or other material you may have in your possession in connection with your services in the Company to such Company personnel as may be designated for the time being, without retaining any copy of the same. Further, you shall return any laptop, mobile phone, internet dongles or such other tools/equipment that may be given to you during your service with the Company.
13. **Change in terms & conditions of employment:** Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).
14. **Consent for collection & disclosure of personal information:** You hereby unconditionally and unequivocally grant your consent and allow the Company to do the following as per provisions of the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 prescribed under the Information Technology Act, 2000:
 - a. Access your information and communications stored on Zocdoc's common server.
 - b. Access all Company technology resources including computers, voice mail, and electronic-mail systems you use at any time in its sole discretion.



JK
Principal Incharge
St. Mira's College for Girls

Zocdoc Online Health Management India Private Limited

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India CIN: U55000PN013PTC147583 • +91-20-67081800 • ryan.stam@zocdoc.com

EXHIBIT A

SALARY DETAILS

Your gross salary would be **INR 29,200** (per month) and have the following components:

DETAILS OF PAYMENT	MONTHLY (INR)	ANNUAL (INR)
Basic	15,000	180,000
House Rent Allowance	6,000	72,000
Conveyance Allowance	1,600	19,200
Special Allowance	3,525	42,300
Medical Allowance	1,250	15,000
LTA*	625	7,500
Bonus	1,200	14,400
TOTAL	29,200	350,400

- ***Leave Travel Allowance:** the amount mentioned in the table above will be reimbursed upon submission of relevant bills

BENEFITS**

- **Company's contribution to your Provident Fund account:** In addition to your own contribution to the Provident Fund scheme, the Company will make a contribution to your Provident Fund account in accordance with the provisions of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 ("EPF Act").
- **Insurance Cover:** You will be covered under a group medical insurance cover as per rules of the insurance company. In addition, you will also be covered under personal accident and disability. You will also be entitled to benefit, as may be applicable to you under the Employees Compensation Act, 1923 as amended from time to time.
- **Gratuity:** You will be eligible for gratuity as per provision of Payment of Gratuity Act 1972 and applicable rules on completion of five (5) years of continuous service with the Company.

**Details of benefits are provided in the Prescription Pad.



JK
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EXHIBIT B

PROPRIETARY INFORMATION AND INVENTIONS AGREEMENT

Effective as of the first date of my employment, the following confirms an agreement between Zocdoc Online Health Management India Private Limited, a company incorporated under laws of India (the "Company", which expression shall unless it is repugnant to the context or meaning thereof, be deemed to mean and include its successors in title and assigns) and the individual identified on the signature page to this Agreement. This Agreement is a material part of the consideration for my employment and continued employment by the Company. In exchange for the foregoing, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

- **1. NO CONFLICTS.** I have not made and agree not to make any agreement, oral or written, that is in conflict with this Agreement or my employment with the Company. I will not violate any agreement with or the rights of any third party. When acting within the scope of my employment (or otherwise on behalf of the Company), I will not use or disclose my own or any third party's confidential information or intellectual property (collectively, "Restricted Materials"), except as expressly authorized by the Company in writing. Further, I have not and shall not retain anything containing any confidential information of a prior employer or other third party, whether or not created by me.
- **2. INVENTIONS.**
 - **a. Definitions.** "Intellectual Property Rights" means any and all patent rights, copyright rights, mask work rights, trade secret rights, *sui generis* database rights and all other intellectual and industrial property rights of any sort throughout the world (including any application therefor). "Invention" means any idea, concept, discovery, invention, development, technology, work of authorship, trade secret, software, firmware, tool, process, technique, know-how, data, plan, device, apparatus, specification, design, circuit, layout, mask work, algorithm, program, code, documentation or other material or information, tangible or intangible, whether or not it may be patented, copyrighted or otherwise protected (including all versions, modifications, enhancements and derivative works thereof).
 - **b. Assignment.** To the fullest extent under applicable law, the Company shall own all right, title and interest in and to all Inventions (including all Intellectual Property Rights therein or related thereto) that are made, conceived or reduced to practice, in whole or in part, by me during the term of my employment with the Company and which arise out of any use of Company's facilities or assets or any research or other activity conducted by, for or under the direction of the Company (whether or not conducted at the Company's facilities, during working hours or using Company assets), or which are useful with or relate directly or indirectly to any "Company Interest" (meaning any product, service, other Invention or Intellectual Property Right that is sold, leased, used or under consideration or development by the Company). I will promptly disclose and provide all of the foregoing Inventions (the "Assigned Inventions") to the Company. I further acknowledge that the Company is the first owner of copyright in all "works" (as defined in the Indian Copyright Act, 1957 as amended from time to time) made by me (solely or jointly with others) in the course of my employment with the Company. I understand and agree that the decision whether or not to commercialize or market any Inventions is within the Company's sole discretion and for the Company's sole benefit and that no royalty or other consideration will be due to me as a result of the Company's efforts to commercialize or market any such Inventions. In order to assist in the determination of which inventions qualify for such exclusion, I will advise the Company promptly in writing, during and after the term of my employment, of all Inventions solely or jointly conceived or developed or reduced to practice by me during the period of my employment. I hereby make and agree to make all assignments to the Company necessary to accomplish the foregoing ownership. Assigned Inventions shall not include any Invention (i) that I develop entirely on my own time, (ii) without use of any Company assets and (iii) which is not useful with and does not relate to any Company Interest.
 - **c. Assurances.** I will further assist the Company, at its expense, to evidence, record and perfect such assignments, and to perfect, obtain, maintain, enforce and defend any rights specified to be so owned or assigned. I hereby irrevocably designate and appoint the Company as my agent and attorney-in-fact to act for and in my behalf to execute and file any document and to do all other lawfully permitted acts to further the purposes of the foregoing with the same legal force and effect as if executed by me.

Zocdoc Online Health Management India Private Limited

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St. Mira's College for Girls

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TO INDUCE ME TO SIGN THIS AGREEMENT. I SIGN THIS AGREEMENT VOLUNTARILY AND FREELY, IN DUPLICATE, WITH THE UNDERSTANDING THAT ONE COUNTERPART WILL BE RETAINED BY THE COMPANY AND THE OTHER COUNTERPART WILL BE RETAINED BY ME.

Date: _____

Zocdoc Online Health Management India Private Limited

By: _____

Name & Title: *Ryan Stam, Head of Office, Pune*

Employee: _____

By: _____

Address: _____



JR
Principal Incharge
St. Mira's College for Girls

Zocdoc Online Health Management India Private Limited

4th & 5th Floor, Onyx Towers, 37/3 Ghorpadi, North Main Road, Koregaon Park, Pune - 411001, Maharashtra,
India CIN: U93000PN2013PTC147583 • +91-20-67081900 • ryan.stam@zocdoc.com

TEACHFORINDIA

OFFER LETTER

Dear Sakshi,

Congratulations, you made it!

We are delighted to inform you that you have been accepted into one of India's most selective programs - the 2022 Teach For India Fellowship!

At Teach For India, we believe that all children deserve an excellent education and that we can only achieve this when a movement of leaders advocate for and impact educational reform. We are impressed by your past achievements and your commitment towards our shared goal, and we trust you have what it takes to take up this challenge and become a leader in the movement.

We look forward to you joining the Teach For India Fellowship 2022-2024. Post successful completion of the Fellowship, you will also become a part of our growing network of 3400+ Alumni spread across areas ranging from teaching, school leadership and community empowerment to working in education NGOs, development sector organisations, policy and governance, as well as the private sector. Our Alumni have gone on to attend top institutions, have gradually risen to senior leadership positions across the public, private and social spheres, have founded 150+ social sector enterprises, and much more.

We are delighted to let you know that your placement city is: Pune

To understand the commitment further and accept our offer, follow the steps below:

1. Sign in to your application dashboard with your registered email address and password (or OTP).
2. Ensure that your application dashboard now has two new sections titled 'Pre-Institute Engagement Survey' and 'Offer Confirmation'.
3. Read through the commitment form thoroughly in the second section and submit your confirmation.

The deadline to send in your confirmation is Wednesday, 24th November 2021.

We understand that the decision to join the Teach For India Fellowship is an important one, and could also be a challenging one. Please know that we are here to offer you the information and support you might need to make an informed decision. Our Recruitment Team will be reaching out to you shortly. Additionally, you may also reach out to us at fellowship2022@teachforindia.org. This will serve as the official channel for any communication over the coming weeks. The contact details of your assigned Matriculation point of contact will also be visible on your application dashboard, and you can reach out to them for any support as well.

We also have a range of events planned for you to broaden your understanding of the movement, meet the members of Teach For India and the Fellow cohort of 2022, and get you prepared for the Fellowship journey.

Cohort of 2022,

We invite you to #StandUpForIndia

Appointment Letter

Date: 18th July 2022

To
 Prajakta Parande

Dear Prajakta,

We are pleased to offer you an appointment with Vartemis Consulting Services (the "Company") for the position of "Associate Recruiter" with a start date of 18th July 2022.

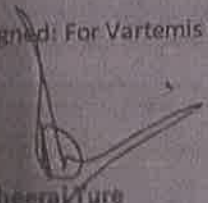
Your total compensation will be 1,92,000 INR per annum effective from your date of joining:

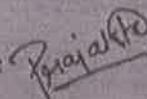
1. Holidays: Holiday year runs from 01st Jan - 31st Dec. You will be entitled 1.5 leaves a month, that totals to 15 casual leaves in a year.
2. Notice Period: You should give an advance 60 days' prior written notice before terminating the employment. Your signature at the end of this letter confirms the conditions of your employment.
3. As an employee of Vartemis Consulting Services, it is likely that you will be working on confidential and/or proprietary information related to the operations and services of Vartemis and its clients. To protect the interests of both Vartemis and its clients, all employees are required to read and sign an Employment Agreement prior to beginning of employment.
4. This offer is contingent on Vartemis Consulting Services; verifying the accuracy of the information provided by you. With regard to this, you authorize Vartemis to investigate your references, work records, education and other matters pertaining to your employment and background.

To accept this offer, please sign this letter in the space provided below and return it to the recruiting team. A second copy has been provided for you to keep for your records. This offer will remain valid until July 18, 2022.

I hope this will mark the beginning of a very exciting journey for you and I am sure you'll make the most of this opportunity.

Signed: For Vartemis Consulting Services


 Dheera Ture
 Chief Executive Officer

Signed: 

Prajakta Parande




 Principal Incharge
 St. Mira's College for Girls



DirectCore ServiceDesk/Pune/November/RH12797814/321092/V1

PRIVATE & CONFIDENTIAL

November 16, 2022

Moksha Parmar
7/11, White House Society, Airport Road, Yerwada
Pune 411006
Maharashtra, India.

Dear Moksha Parmar,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis ITO Division.

Based on our discussions, we are pleased to offer you the position of Technical Support Engineer -SD, in **Band 5, Level 2** with our organization. The gross compensation will be **INR 4,50,000/-** (Four Lakhs Fifty Thousand **rupees only**) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the Mphasis way of life.



Contact Us:

T: +91 080 45501000

F: 020 2611 682, 2943

Email: careers@stmiracollege.com, relations@mphasis.com

www.mphasis.com

Mphasis Limited
 Registered Office:

Bagmane World Technology Centre,
 Marathahalli Outer Ring Road, Doddanakundi village,
 Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294


 Principal Incharge
 St. Mira's College for Girls



This offer of employment is contingent upon you fulfilling the background verification process and clearing training that the organization will conduct. We look forward to you joining us at our Pune office on November 17, 2022. Please keep your recruiter informed, in case of an advancement in the joining date.

Please endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom on the right corner and return to the undersigned by either and by mailing it or handing it over to us on or before **November 17, 2022**.

Jayab
Principal Incharge
St. Mira's College for Girls



Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investor_relations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294

ANNEXURE - 1

Name	Moksha Parmar
Band	Band 5
Level	Level 2
Designation	Technical Support Engineer -SD

Component	Monthly Gross	Annual Gross
Basic	15,000	1,80,000
House Rent Allowance	7,500	90,000
Special Allowance	2,492	29,900
Ex-Gratia/Bonus1	4,500	54,000
Leave Travel Allowance	NA	NA
TOTAL FIXED CASH	29,492	3,53,900
Performance Incentive	5,625	67,500
Variable Pay2	NA	NA
TARGET CASH COMPENSATION	35,117	4,21,400
Employer Provident Fund	1,800	21,600
Mediclaim Insurance Premium	583	7,000
TARGET COST TO COMPANY	37,500	4,50,000

Note:

- As per Statutory regulations, if you are covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".
- Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time



Jh
 Principal Incharge
 St. Mira's College for Girls

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CIN: L3007KA1992PLC025294

ANNEXURE - 3

List of mandatory documents that needs to be uploaded in the tool as part of your offer release process and to proceed further with your onboarding formalities.

Sl. No	Details	Description
1.	Photograph	Soft copy of white background passport size photograph
2.	Education Documents	Highest education; i.e.; degree / post-graduation completion certificate (Provisional Certificate/ Consolidated Marks sheets/ all semester marks card)
3.	Identity Proof	Passport/ PAN Card/ Election ID/ Driving Licence
4.	Employment Details	Current Employment: last 3 month's salary slip along with a copy of the offer letter Previous Employment: Relieving letter/ experience letter (which captures start date, end date & position details)
5.	LOA	Signed Scanned copy of - Letter of Authorization (LOA)

Please note, your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer. Being an ISO certified company, it is important for you to submit these documents on or before your date of joining us. Your joining the Company is subjected to you furnishing all of the above documents and duly verified by Mphasis.




 Principal Incharge
 St. Mira's College for Girls

Digitally signed by DS MPHASIS LIMITED 1
 Date: 2022.11.16 04:40:28 GMT
 Reason: Authorised by Srikanth Karra
 Location: Bangalore

Contact Us:
 T : +91 080 6750 1000
 F : +91 080 6695 9943
 E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited
 Registered Office:
 Bagmane World Technology Centre,
 Marathahalli Outer Ring Road, Doddanakundi Village,
 Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294

X ishika.docx



OFFER LETTER
CONGRATULATIONS ON YOUR SELECTION!!

Dear

Ms. Ishika Ahuja

Date: 11/07/2022

This is in reference to the discussion you had with us. This is to confirm our intent to offer you a position as per the details below:

Designation: Business Associate

Date of Joining: 10/07/2022

You will be further introduced to a five level Global Leadership Program. Each level is designed to teach you all the aspects of Business Management viz. Personal Development, Team Management, Human Resource / Recruiting, Client Acquisition / Retention, Customer service and Project Management. Your Job Position is further described in Appendix A attached with this document.

Further Terms & Conditions of your employment are compiled in Appendix B & C attached with this document respectively. Your formal BA Agreement Copy is subjected to submission of your bonafide documents on the date of joining.

We encourage an open environment conducive to active learning and participation. Do not hesitate to ask any relevant questions that might help you in your development.

Looking forward to a long and mutually beneficial association.



Ms. Shravani Kulkarni.

Hr Executive

SKYLINE ORGANISATION.

Principal Incharge
St. Mira's College for Girls

Private & Confidential

Date : 09/07/2022**HANISHA ASHOK HARPALANI****A 22 LAL DEVAL, SOCIETY OPP GITA SOCIETY, CAMP****MAHARASHTRA -411001****APPOINTMENT LETTER**Dear **HANISHA ASHOK HARPALANI,**

Subsequent to the meetings between **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of **Representative, Operations** in Comp Grade 12. This would be your Social Job Title and your Job profile, would be **Advisor I, Customer Service**. Any change in your Social Job Title/ Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be **Pune**.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 12/07/2022 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on 11/07/2022 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at **avesha.savyed@concentrix.com** to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.



Concentrix Daksh Services India Private Limited

Registered Address: Hindustan Times House, Level 10, K G Marg, Connaught Place
New Delhi- 110001, India

91 11 68137745

CIN: U72200DL1999PTC102972

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.3

info@concentrix.com • www.concentrix.com


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1.5 As per Company regulations you are required to furnish before joining, documentary proof of your last drawn salary, educational qualifications and work testimonials and also that you are free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date. (Document Checklist)

2. Terms and Conditions:

2.1 Valid Passport:

(A) Comp Grade 12 & 11; Clause 2.1.1

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. If you do not hold a valid passport on the date of joining, you must apply for a passport and submit copy of your passport within 180 days from your date of joining. Failure to do so may lead to termination of your employment.

In the event that you fail to submit a copy of your passport within 180 days from date of joining, the Company may instead (and at its sole discretion) require you to undergo a background check from a service provider identified and approved by the Company. Such background check will verify details such as your residential details, criminal records, and other details as determined by the Company. You will be required to bear the cost for such background check (such cost can be upto INR 1500). You expressly agree by signing this agreement that this amount will be deducted/ recovered from your salary. The Company may deduct this cost from your salary in a series of monthly installments or as a single deduction, at its sole discretion.

(B) Comp Grade 10: Clause 2.1.2

If you **are** an Indian citizen, it is a condition of your employment that you hold **a** valid passport on the day of joining. In the absence of a valid passport, proof of having applied for passport should be submitted on **the** day of joining and a copy of your valid passport should be submitted within 90 days from date of joining. Failure to do **so** may lead to termination of your employment.

However, In the event that you fail to submit the copy of passport within 90 days from date of joining, the Company may instead (and at its sole discretion) require you to undergo a background check from a service provider identified and approved by the Company. Such background check will verify details such as your residential details, criminal records, and other details as determined by the Company. You will be required to bear the cost for such background check (such cost can be upto INR 1500). You expressly agree by signing this agreement that this amount will be deducted/ recovered from your salary. The Company may deduct this cost from your salary in a series of monthly installments or as a single deduction, at its sole discretion.

2.1.3 If you are not an Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in India for the duration of your employment (unless you are permanently transferred to an office outside India).

2.2 While in the employment of the Company, you may be required to undergo mandatory on-the job training/s as per applicable policies and procedures of the Company, at the end of which an assessment may be conducted. If you do not clear the assessment then the Company reserves a right to either:

- a) Require you to undergo another training program; or
- b) Offer you a transfer to an alternate process (which may have a reduced pay structure) if declared "Not Suitable" for the process you were originally hired for. Please note that in the event of you not consenting to the transfer to the alternate process or to the reduced pay structure your services may be terminated; or
- c) Terminate your services.

2.3 The compensation offered to you is based on your employment history credentials including your prior work experience, the type of industry and compensation offered to you by the previous employer. If you are unable to produce documentary evidence (Please see the Document Checklist in the Annexure) to substantiate the same, your compensation shall be modified and the compensation offered in this Appointment letter shall no longer be valid.




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St. Mira's College for Girls

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6 3

6. This appointment is based on the information supplied by you in your application for employment and will otherwise be treated as null and void if a material error, in the Company's opinion is discovered and/or due to non-disclosure of relevant information about you to the company.
7. The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.
8. Your continuance in employment is subject to your maintaining clean criminal and financial records.
9. Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.
10. You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
11. Female employee will be eligible for all the benefits, as applicable under the provisions of the Maternity Benefit Act, 1961, and the Rules made there-under, as amended from time to time.
12. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

It is highly recommended that before you begin your journey with Concentrix, please visit the website www.concentrix.com The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Concentrix, we're changing the world every day and we will be delighted to have you as part of our team.

Please sign the copy of this offer letter and return it to us as an indication of your interest in joining us on the given date. Please note that your employment stands confirmed only after you complete your joining formalities on the reporting date. This offer is liable to be withdrawn based on business requirements at any time prior thereto.

The terms of this offer are strictly confidential between you and the Company.

Yours sincerely,

11/07

Signature Not Verified

Digitally signed by DS CONCENTRIX DAKSH SERVICES INDIA PRIVATE LIMITED
4
Date: 2022.07.09 00:50:39 +05:30
Reason: Concentrix Hiring
Location: Pune



Authorized Signatory (Please Sign above)


I agree to accept employment on the above-mentioned terms and conditions. I will report for duty on 12/07/2022.

Candidate Name : HANISHA ASHOK HARPALANI

Candidate's Signature : _____

Date : _____




Principal Incharge
St. Mira's College for Girls

CNX/REC/ART/AGHR/AFTE/6.3



Date: 10th October, 2022

Confidential

Letter of Appointment

Dear, *Urvashi Rahangdale*

We have pleasure in appointing you as 'Human Resources - Recruiter'

Date of Joining: 10th October, 2022

Your place of posting would be at Pune.

1. Remuneration, Benefits and Deductions:

1.1. We will pay you on a total cost to company (CTC) basis an all-inclusive salary of
INR 168,000/- , as total CTC each year during your employment, which includes all
allowances and other outgoing we incur for and on your behalf.

1.2. Salary accrues from day to day and is payable by equal monthly instalments in arrears on or
about the last day of each calendar month by bank transfer.

Your monthly compensation details are enclosed on page.6.

2. Performance incentive

2.1. Performance bases incentives are target oriented and actual incentive amount may be lower
or higher depending on your performance and business performance.

2.2. Performance incentive is not applicable during probation. After successful completion of
probation period, you will be eligible for performance Incentive.

2.3. Performance incentives will be paid mid-month, i.e., 15th of every month or the next working
day.



610/611/612, Gera Imperium Alpha,
Vitthal Nagar, Kharadi. Pune. 411014
Maharashtra, India.

JK
Principal Incharge
St. Mira's College for Girls

Techmedia

17. General

You will be required to carry out shift duties from time to time as per the requirements of the company.

In case you are incapacitated by reason of illness, accident or any other cause and cannot perform your duties, the company may at its sole discretion grant leave for a reasonable time on full pay or half pay or without pay or terminate your services. Also, if you are found suffering from any infectious/contagious disease, the company may at its discretion terminate your service.

All promotions and demotions will lie at the sole discretion of the Management of the company, depending upon your efficiency.

Your employment shall also be governed by Rules and Regulations laid down by the Management from time to time, some of which are contained in the enclosed Code of conduct.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

Yours faithfully,

For Right Pace TechMedia Pvt. Ltd.



I hereby accept employment on the terms and conditions mentioned in the above letter of appointment and enclose herewith a copy of my resignation letter duly accepted by the previous employer.

Employee Name:

Employee ID:

Date:




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St. Mira's College for Girls

Note: This document gives indicative details of all plans. Their implementation is governed by the policies of Right Pace Techmedia Private Limited and applicable legal agencies and may change from time to time without prior notice. Details on each pointer are available with Human Resources.

610/611/612, Gera Imperium Alpha,
Vithal Nagar, Kharadi, Pune. 411014
Maharashtra, India.




Remuneration Annexure

Urvashi Rahangdale	Date of Joining: 10th October, 2022	
Designation:	Human Resource- Recruiter	
Location:	Pune	
CTC Structure		
Particulars	Monthly	Yearly
Basic	5,600	67,200
House Rent Allowance	4,200	50,400
Conveyance Allowance	2,100	25,200
Medical Allowance	700	8,400
Special Allowance	1,400	16,800
Gross Salary	14,000	168,000
Provident Fund	0	0
ESIC	0	0
PT	0	0
Net Salary	14,000	168,000
Variable	0	0
Bonus	0	0
Gratuity	0	0
Total CTC	14,000	168,000

Note:

1. Variable Allowance and Bonus is as per the management discretion based on your performance.
2. Any arrears of any kind will be paid along with the incentive date which is 15th of every month.

Note: This document gives indicative details of all plans. Their implementation is governed by the policies of Right Pace Techmedia Private Limited and applicable legal agencies and may change from time to time without prior notice. Details on each pointer are available with Human Resources.


 Principal Incharge
 St. Mira's College for Girls



610/611/612, Gera Imperium Alpha,
 Vitthal Nagar, Kharadi, Pune, 411014
 Maharashtra, India.



OFFER CUM APPOINTMENT LETTER

Nishtha Sudhir Pandya
THREE JEWELS SOCIETY,
PUNE – 411048
MH
IND

Dear Nishtha,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **CS Associate** at India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company.. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

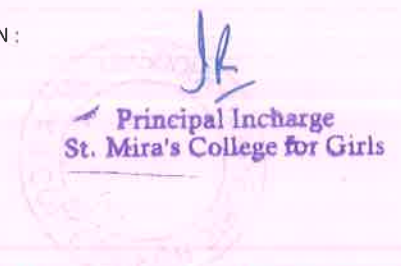
Your employment with Amazon India will commence on **19-Oct-2020**.

2. Probation

You shall be on probation for a period of 6 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road,
Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233





period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

- 3.1 You will be employed in the position of **CS Associate**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.
- 3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.
- 3.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.
- 3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

The normal business hours of work which will apply to you will be advised on commencement of employment. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and thereafter, from time to time, as required. Certain business teams also operate on 24x7 basis and hence may have rotational shifts or related requirements for their respective team members. Please refer to Amazon's Policies and Procedures for further details.

2

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233




Principal Incharge
St. Mira's College for Girls



5. Place of Work

Your "Primary Work Location" will be your home address mentioned above, or such other home address as Amazon may approve from time to time, and the provisions of the VCS Telecommuting Policy shall be applicable to the same. While you will primarily be working from such an approved home location, you may be required to travel to any of Amazon India's or its affiliate's facilities based on business requirements. You would also be required to inform Amazon India whenever there is a change in the address aforementioned and the Company reserves the right to either accept or reject such a change.

Moreover, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

6. Remuneration

6.1 Your salary will constitute of:

Your Annual Base Pay will be Rs. 206,000 per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your salary will compensate you for all hours worked, including payments for any overtime. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year. This will be subject to change if you are found entitled to an increment as set out in Section 6.3 below.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by

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REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road,
Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233



JK
Principal Incharge
St. Mira's College for Girls



Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies or your failure to return Amazon India's property.

- 6.3 You will be eligible for an increment of the base salary paid during the immediately previous month, and such increment will be made every 6 (Six) months from the date of your joining Amazon India subject to your base pay being less than the maximum defined for your position.
- 6.4 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your duties on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures.

7. Provident Fund

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.

8. Leave

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

9. Confidential Information and Confidentiality Obligations

- 9.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

- (1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;



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REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233





You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by: Vaibhav Dalal
Date: 2020.10.15 22:25:30 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.



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17

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road,
Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233



JOINING FORM

Name (as in Aadhar)	MUSKAN VIJAY NIHALANI
Date of Birth (mm/dd/yyyy)	18 NOVEMBER 2001
Address (Current)	A3 B WING FLAT NO.87 RAVI PARK JAGTAP CHOWK 411040
Address (Permanent)	C-604 ELINA LIVING MOHAMMEDWADI 411060
Mobile No.	8999434080
e-mail ID	MUSKANNIHALANI61@GMAIL.COM
Names and details of two emergency contacts and Address (Mandatory)	
Name Address	VANSHIKA NIHALANI FLAT NO.87 RAVI PARK JAGTAP CHOWK WANWORIE
Relationship Mobile No.	SISTER 7020539174
Name Address	PRIYANKA NIHALANI FLAT NO.87 RAVI PARK JAGTAP CHOWK WANWORIE
Relationship Mobile No.	MOTHER 9130901258
Names and details of dependents	
Name Age Relationship	VIJAY NIHALANI 50 FATHER
Name Age Relationship	PRIYANKA NIHALANI 48 MOTHER
Name Age Relationship	VANSHIKA NIHALANI 15 SISTER
Name Age Relationship	
Name Age Relationship	



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::: Page 2 :::

- Have you ever been arrested or convicted in criminal proceeding or fined or imprisoned?
NO
- Are you related to anyone in FIS in any manner? (Example - employee's spouse, domestic partner, brother, sister, parent, child, step-child, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, aunt, uncle, cousin and any other member of the employee's household).
NO

Name of the Employee:

Relationship :

I hereby declare that all entries mentioned above are true and complete, and I agree and understand that any falsification of the information herein may cause non-qualification or forfeiture or dismissal of employment. I understand that all information on this application is subject to verification and I consent to criminal history background checks.

Date : 20 / 9 / 2022

Place : PUNE

Signature Of The Employee



Principal Incharge
St. Mira's College for Girls

EXL

PRIVATE AND CONFIDENTIAL

Date: November 16, 2022

Miss Sakshi Jawale
SHREERAM CHOWK, HANDEWADI ROAD
HADAPSAR PUNE-411028, PUNE, MAHARASHTRA
-411028

EMPLOYMENT AGREEMENT

Dear Sakshi,

Further to the recent meetings and discussions you had with us, we are now pleased to offer you an appointment with **exl Service.com (India) Private Limited** ("the Company") to the position of **Associate - Operations at Band A1**, on the terms and conditions set out herein after:

1 EMPLOYMENT

- 1.1 Your effective date of joining shall be no later than : **November 15, 2022**
- 1.2 Notwithstanding the afore-said or anything to the contrary contained in this employment agreement or in the Letter of Intent ("LOI") and/ or notwithstanding your acceptance of the LOI or the employment offer, the Company, for any business or operational reasons whatsoever including without limitation any reason which is beyond the Company's control, or due to any unforeseen or unavoidable business circumstances, reserves the right to defer your date of joining to a later date to suit the business requirements. The Company will use reasonable endeavour to inform you at the earliest. *(Applicable for Band A only)*
- 1.3 Your employment with the Company is subject to:
- (i) The accuracy and authenticity of the testimonials, documents and information provided by you to the Company. The Company will get authenticity of aforesaid, and of the personal and employment details, provided by you to the Company, validated, either internally or through any external agency engaged by the Company, and by accepting this offer, you hereby agree that you have no objection, and you unconditionally consent, to the same and grant Company the authority and power to do so including to get background verification / checks conducted without any further reference or notice to you and to share the report/s including of any such background verification / checks with any of Company's advisors, attorneys or consultants or to produce, submit or file any such report/s before any court, tribunal, commission, enquiry officer, arbitrator/s, quasi-judicial authorities or government, statutory, labour and/or regulatory authorities or in response to any legal order, summon or notice or refer it and/or its details or contents in any show cause notice, charge sheet or legal / demand notice without any reference or notice to you and/or without your further or additional consent.
- (ii) Your being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date;
- (iii) On our receiving two satisfactory references; and
- (iv) Your fully and truly disclosing on your own behalf and, if married, on your spouse's behalf, full details of any external directorships held and any personal business interests including partnerships, proprietorships, shareholdings and trusteeships; involvement in any other business ventures, profession, vocation, occupation, etc. involving limited or unlimited liability; personal liabilities in connection with above-said activities; and involvement in other positions external to the Company and acceptance by the Company of those external directorships, interests and/or positions on such terms & conditions as Company may prescribe in its sole

exl Service.com (India) Private Limited

1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP – 201306 EXLservice.com

Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi – 110048, India


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EXL

Appendix 1

Name : Miss Sakshi Jawale
 DOJ : November 15, 2022
 Designation: Associate - Operations
 Band : A1

Heads of Compensation :	Annual Compensation
Basic	180000
HRA	89742
Retirals :	
Provident Fund	21600
Gratuity	8658
Cost to Company	300000

1. Group Medical insurance coverage for self and dependents (Spouse and 2 children) and Group Personal Accidental coverage for self.
2. You shall be provided with benefits of Gratuity in accordance with applicable provisions of the Payment of Gratuity Act, 1972 as amended up-to-date



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Appendix - 2

The below rate of subsistence allowance is as per the prevailing statutory regulations and is subject to change in terms of any statutory amendment thereto. Accordingly, the rate of subsistence allowance as per prevailing regulations, applicable from time to time, shall apply.

Rate of subsistence allowance: Reference para 7 of the employment agreement –

If you are suspended, and enquiry is initiated, in

A. Noida [Gautam Budh Nagar] (State of Uttar Pradesh) or Gurugram [Formerly: Gurgaon] (State of Haryana) locations:

Subsistence allowance shall be at the rate of 50% (fifty per cent) of your average monthly salary over a period of three months immediately preceding your suspension. **Provided that,** you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

A. Pune or Mumbai (State of Maharashtra) location:

- I. For the first ninety days of the suspension period, subsistence allowance to be paid per month shall be equal to one half of basic salary and other compensatory allowances to which you would have been entitled if you were on leave with wages.
- II. If the enquiry gets prolonged and you continue to be under suspension for a period exceeding ninety days, the subsistence allowance to be paid per month for a further period of ninety days shall be equal to three-fourths of basic salary and other compensatory allowances.

iii. If the enquiry is not completed within a period of one hundred and eighty days, you shall be paid basic salary and other compensatory allowances in full as subsistence allowance to be paid per month until such time as the enquiry is finally concluded:

Provided that, where the findings of the enquiry officer show that such enquiry is prolonged beyond a period of ninety days, or as the case may be, beyond one hundred and eighty days, for reasons directly attributable to you, the subsistence allowance to be paid per month shall for the period exceeding ninety days or, as the case may be, for one hundred and eighty days, be reduced to one-half of basic salary and other compensatory allowances:

Provided further that, you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

C. Bengaluru (State of Karnataka) location:

- i. Subsistence allowance shall be an amount equal to fifty per cent of the salary which you were drawing immediately before your suspension, for the first ninety days reckoned from the date of such suspension
- ii. If the period of suspension exceeds ninety days, but does not exceed one hundred and eighty days, you shall be entitled to receive, after the said period of ninety days, a subsistence allowance equal to seventy five per cent of your salary which you were drawing immediately before your suspension.
- iii. If the period of suspension exceeds one hundred and eighty days, you shall be entitled to receive, after the said period of one hundred and eighty days, a subsistence allowance equal to ninety per cent of your salary which you were drawing immediately before your suspension.

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, shall, for the period exceeding ninety days shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

Principal Incharge
St. Mira's College for Girls





Date: 23 Sep 2021

Ref No: K12LETTER/00561/18-19

LETTER OF APPOINTMENT

This Letter of Appointment (Hereinafter referred as "LOA") is entered into on 23 Sep 2021 by and between K12 Techno Services Pvt. Ltd. ("Employer") having its registered office at No 60/1, 1st Main Road, Ward 42- Laxmidevinagar, Industrial Suburb, 2nd Stage, Yeshwanthpur, - 560022, Karnataka, India and Janhavi Rupani ("The Employee") bearing employee code no. 20215820035 Residing At Pune

- A. WHEREAS the Employee desires to be employed by the Employer and the Employer has agreed to employ the Employee on the terms and conditions contained herein.
- B. This LOA shall be effective as of the first day of Employee's employment with the Employer.
- C. NOW, therefore, this LOA witnesses that in consideration of the mutual covenants contained therein it is hereby agreed by and between the Parties as under.
- D. The term "Parties" refers to the Employer and the Employee collectively, and the term "Party" refers to either of them.

1. Employment

- 1.1. The Employer hereby employs the Employee as **Sales Manager**. The Employee hereby accepts such employment, subject to the terms and conditions set forth herein.

2. Work Schedule

- 2.1. The official working days shall be Monday to Saturday.
- 2.2. On an average annually twenty four (24) Saturdays shall be declared as Holiday by the Employer.
- 2.3. The Employee shall work at other times apart from what is stated in clause 2.1 and 2.2 as and when required by the Employer.
- 2.4. The Employee may have to travel at the request of the Employer
- 2.5. The Employee will, initially be posted at **Pune** However the Employee's services shall be transferable to any place in the Country or to any associates/ sister concerns or subsidiaries of the Employer, at the discretion of the Employer.

3. Duties and Operations



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Tel: +91- 9036017100 | Email: info@k12technoservices.com | Web: www.k12technoservices.com

Regd. Office: 44/1 Trintera Building, New BEL Road, Mayuri Signal, AG's Layout, Mathikere Bangalore, KA 560054 IN

CIN : U80101KA2010PTC072102

- 3.1. During the term of this LOA, the Employee shall devote his/her entire efforts and time to the business and affairs of the Employer and shall not, without the prior written consent of the Employer, be engaged, concerned or otherwise interested either directly or indirectly in any other business that interfere with his employment pursuant to this LOA. The Employee shall not be entitled to take any other employment other than that of the Employer. The Employee shall further not engage in any form of consultancy, part time employment, tuitions etc.
- 3.2. The Employee shall be fully aware of and comply with the applicable laws and regulations in performing his/ her services for the Employer and shall always seek to protect and enhance the best interests of the Employer in executing his/ her duties.
- 3.3. During the term of this LOA, the Employee shall ensure compliance familiarization and compliance with all the Employer's policies, rules and regulations, which are being implemented by the Employer
- 3.4. The Human Resource Policies and the Policies of the Employer are subject to change at the discretion of the Employer's Management and the Employee shall abide by the changes made to the said Policies without any demur.

4. Remuneration

- 4.1. The CTC, to be paid by the Employer in consideration for the services by the Employee hereunder shall be **INR 2,87,064.00/- per annum** over twelve (12) months, payable in accordance with the Employers normal payroll procedures.
- 4.2. The said remuneration shall be subject to such applicable taxes and as may be required or permitted by the laws in India. The remuneration shall be reviewed as per the policy of the Employer from time to time.

5. Variable Performance Bonus

Variable performance bonus, if applicable, shall be as per details mentioned in the Appendix to Letter of Appointment.

6. Income Tax

The Employee is responsible for submission of all the required personal income tax returns and will be liable for all personal tax in accordance to the prevailing laws in India

7. Benefits

7.1. Maternity Benefit

7.1.1. Every Employee of the Employer who is a Woman shall be entitled to Maternity Benefit as per the prevailing maternity policy of the Employer, if such an Employee who is a Woman has completed a minimum of one year's service with the Employer.

7.1.2. Such an Employee who is a Woman shall be entitled to 6 months basic salary. The said salary payable for the maternity period shall be paid within a period of two (2) months from the date on which the Employee rejoins her employment with the Employee

Health Insurance



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Principal Incharge
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TechPose Private Limited

Date: 05/07/2022

Dear **Simran Balani**,

We're delighted to extend this offer of Internship for the position of **Outreach & Operations Associate** with TechPose. You will be receiving stipend of **INR 6,000/month** while the later salary would be **INR 15,000/month**. No other type of compensation would be made from the company.

Accepting this offer, your starting date will be **18/07/2022** and you would report to **Miss Sushmita Kaneri**.

As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement) and MoU (Memorandum of Understanding).

Breach of NDA and MoU –

a. The Company reserves the right to terminate your association and issue legal procedures on grounds of misconduct or breach of the terms and condition of undertaking to be furnished by the Intern and / or violation of any rules and regulations or standing orders of the company without giving any prior notice thereof.

We are all looking forward to having you on our team.

Internship Duration: 18/07/2022 to 18/08/2022

Full-time position starts on: 19/08/2022

SKaneri

Sushmita Kaneri
Founder & Director
TechPose Pvt. Ltd.

Simran Balani
05/07/2022



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Principal Incharge
St. Mira's College for Girls



June 7, 2022

Ms. Udit Dodeja
Parmar Park, Opposite Janaseva Bank
Wanowari, Pune - 411040

Subject: Internship offer letter as Academic Counsellor

Dear Ms. Udit Dodeja,

We are pleased to appoint you as an Intern to discharge duties of an Academic Counsellor in the Admissions and Outreach function of Sai University. The stipend for this Internship is Rs. 18,000/- per month (Rupees Eighteen Thousand per month only) subject to taxes as and if applicable.

Your internship will be governed by the terms and conditions stipulated below and any other amendments brought in the University norms from time to time as applicable to your agreement.

1. This period of internship is from June 13, 2022, to September 30, 2022.
2. The scope of your responsibilities will include but is not limited to counselling prospective students about the Sai University programmes, maintaining call records, and follow-up systematically through telephone calls and any other admissions and outreach task assigned by reporting manager.
3. Your services will be to support the Admissions and Outreach function of Sai University and will be reporting to the Regional Manager (West).
4. Your initial location of work will be of Pune.
5. This engagement can be terminated by either party by giving 15 days prior written notice to the other party, provided it is not disrupting the deliverable during the middle of the academic/contractual term.
6. You will be required to observe the highest standards of ethics and confidentiality while discharging your work. You are not supposed to share your work profile **with anyone** without any proper sanction. Breach of ethics and confidentiality standards may lead to disciplinary actions by the University.
7. You will abide by the applicable Code of Ethical Conduct, all service **norms**, and other institutional policies of Sai University.
8. This internship can be extended **further, by mutual agreement between the university and the Intern** depending on the performance.

Please do not share any financial information contained in this letter as it is considered personal and confidential according to the university policy. You are requested to return a copy of this letter duly signed by you as a token of your acceptance for our records.

We look forward to your fruitful and professionally rewarding association with Sai University.
With Best Wishes,

Ms. Gunjan Dang
Director, Human Resources

I, Udit Dodeja hereby accept the University's terms and conditions mentioned above and also confirm the date of joining from _____.

Date:

Place:

Signature:



Principal Inehargo
St. Mira's College for Girls



Radiant IT Services Pvt. Ltd.

Office No. 16 6th Floor B Building, City Vista, Fountain Road
Opp. Victorious Kids School, Kharadi, Pune 411014

Private and Confidential

Date: -2/09/2022

To: Unnati Patil

Employee Id: R033

LETTER OF APPOINTMENT

Unnati Patil,

We are delighted to offer you the position of "Business Development Executive" with effect from 18/09/2022 with an Annual CTC of Rs.2, 70,000/- per annum. Your place of work would be (Kharadi) Pune.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the information or copies of documents/certificate/given by you, we retain the right to review our offer of employment.

We expect you to adhere to our code of regulation (Commitment, Integrity, Determination and Hard work) and help this organization grow to the best of your capacity, Knowledge and Skills.

- Your employment with us will be governed by the Terms & Conditions as detailed in Annexure-A.
- You will be paid gross salary as mentioned in Annexure- B.

Radiant IT Services is confident that your contribution will take us further in our journey towards becoming world leaders in our space, also we assure you of our support for your professional development and growth. Congratulations on your appointment and wish you a long and successful career with us.

For Radiant IT Services Pvt. Ltd.

Name: - Mrs. Rishika Jaiswal

Designation: - Director

Authorized Signature: -

(Stamp)



Principal Incharge
St. Mira's College for Girls



Radiant IT Services Pvt. Ltd.

Office No. 16 6th Floor B Building, City Vista, Fountain Road
Opp. Victorious Kids School, Kharadi, Pune 411014

Dear Unnati Patil,

We are pleased to retain your services in the capacity of in our Organization subject to the following Terms and Conditions mention under Annexure A.

Annexure –A

1. Acceptance of Offer:

- a) Upon acceptance of this offer letter, your employment with the Company will be effective from the date of your joining the Company.
- b) You are expected to join the Company after your present employer formally relieves you.
- c) However, in case you are unable to present the relieving letter at the time of joining, Company will not be liable for any consequences arising out of your previous employment. You shall indemnify and hold the Company harmless against any costs, losses and expenses that the Company may be required to pay because of not producing a valid letter unconditionally relieving you from the previous job.
- d) The information produced by you at the time of recruitment as well as during joining is deemed to be true and correct. By accepting this offer letter, you give your unconditional consent to the Company and/or its authorized person/ agency to carry out your background check and take all necessary actions to verify the authenticity of the information provided.
- e) In case of your failure to take necessary steps as mentioned above in point, within the specified timeline or in case the information, particulars and data furnished to the Company by you are found to be erroneous, incomplete, inaccurate or untruthful, in the background check or where the background check reveals undesirable results, the Company will have a right to take necessary disciplinary action including termination of your employment without any obligations or without any notice period or compensation
- f) Further, you allow the Company to provide your personal information (i) for internal business requirements (ii) for applicable legal compliance in or outside India (iii) as may be required by Company's customers as a part of the engagement between Radiant IT Services and customer e.g. sharing of profiles etc. (iv) if required by court or government authorities.

2. Personal Particulars:

You will keep us informed of any change in your residential address or any relevant particulars.

3. Nature of Work:

You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you from time to time.

4. Assignment, deputation and Transfer:

Though you have been engaged to a specific position and responsibilities, the company reserves the right to give you additional task/assignments in the form of growth opportunities, or transfer you to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future. At such time compensation, applicable to a specific location will be payable to you. Employees who travel to client site and work will be provided per-diem as applicable on top of salary.



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Radiant IT Services Pvt. Ltd.

Office No. 16 6th Floor B Building, City Vista, Fountain Road
Opp. Victorious Kids School, Kharadi, Pune 411014

15. No Conflict:

You warrant that if you accept this employment offer with the Company, it shall not conflict with:

- Any other agreement that you may have entered or
- Any obligation that you may be bound to

16. Dispute Resolution:

In case of any dispute or disagreement in relation to the terms of this offer or matters connected thereto, you agree to negotiate in good faith to resolve such dispute or disagreement.

17. Applicability of Company Policy:

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc. and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

18. Acceptance of our offer:

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Sincerely,

For Radiant IT Services Pvt. Ltd.

Name: - Mrs. Rishika Jaiswal

Designation: - Director

Authorized Signatory

(Stamp)





Radiant IT Services Pvt. Ltd.

Office No. 16 6th Floor B Building, City Vista, Fountain Road
Opp. Victorious Kids School, Kharadi, Pune 411014

Annexure- B

Name: Unnati Patil

Date of Joining: 18/09/2022

Employee ID: R033

Designation: Business Development Executive

Salary Package		
Particulars	Monthly	Annual
Basic	9,000.00	1,08,000.00
HRA	9,000.00	1,08,000.00
Conveyance	4,500.00	54,000.00
Special Allowance		
Total CTC	22,500.00	2,70,000.00

Deductions:

Professional Tax: 200 Per Month for 2022 to 2023

Sincerely,

For Radiant IT Services Pvt. Ltd.

Name: - Mrs. Rishika Jaiswal

Authorized Signatory

(Stamp)

For Employee

All the Above Terms and Conditions mentioned in this entire employment agreement under Annexure A & Annexure B are acceptable to me and I undertake to abide by them. I also confirm that I have read the Policy and the Non- Disclosure Agreement and agree to be bound by the terms thereof.

Name: Unnati Patil

Date:

Signature



JL
Principal Incharge
St. Mira's College for Girls



Radiant IT Services Pvt. Ltd.

Office No. 16 6th Floor B Building, City Vista, Fountain Road
Opp. Victorious Kids School, Kharadi, Pune 411014

Private and Confidential

Date: -2/09/2022
To: Nivedita Kale
Employee Id: R033

LETTER OF APPOINTMENT

Nivedita Kale,

We are delighted to offer you the position of "Business Development Executive" with effect from 18/09/2022 with an Annual CTC of Rs.2, 70,000/- per annum. Your place of work would be (Kharadi) Pune.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the information or copies of documents/certificate/given by you, we retain the right to review our offer of employment.

We expect you to adhere to our code of regulation (Commitment, Integrity, Determination and Hard work) and help this organization grow to the best of your capacity, Knowledge and Skills.

- Your employment with us will be governed by the Terms & Conditions as detailed in Annexure-A.
- You will be paid gross salary as mentioned in Annexure- B.

Radiant IT Services is confident that your contribution will take us further in our journey towards becoming world leaders in our space, also we assure you of our support for your professional development and growth. Congratulations on your appointment and wish you a long and successful career with us.

For Radiant IT Services Pvt. Ltd.
Name: - Mrs. Rishika Jaiswal
Designation: - Director

Authorized Signature: -

(Stamp)




Principal Incharge
St. Mira's College for Girls



Radiant IT Services Pvt. Ltd.

Office No. 16 6th Floor B Building, City Vista, Fountain Road
Opp. Victorious Kids School, Kharadi, Pune 411014

Annexure- B

Name: Nivedita Kale

Date of Joining: 18/09/2022

Employee ID: R033

Designation: Business Development Executive

Salary Package		
Particulars	Monthly	Annual
Basic	9,000.00	1,08,000.00
HRA	9,000.00	1,08,000.00
Conveyance	4,500.00	54,000.00
Special Allowance		
Total CTC	22,500.00	2,70,000.00

Deductions:

Professional Tax: 200 Per Month for 2022 to 2023

Sincerely,

For Radiant IT Services Pvt. Ltd.

Name: - Mrs. Rishika Jaiswal

Authorized Signatory

(Stamp)

For Employee

All the Above Terms and Conditions mentioned in this entire employment agreement under Annexure A & Annexure B are acceptable to me and I undertake to abide by them. I also confirm that I have read the Policy and the Non- Disclosure Agreement and agree to be bound by the terms thereof.

Name: Nivedita Kale

Date:

Signature



JK
Principal Incharge
St. Mira's College for Girls



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DR - BPS/RH12704425/325109/Pune/November/V1

PRIVATE & CONFIDENTIAL

DATE: November 09, 2022

**Miss Sharayu Bagade,
Pune,
Pune**

Dear Sharayu Bagade,

Welcome to **Digital Risk**

It was a pleasure meeting you to explore a career opportunity with Digital Risk-IT/ITES Division.

Based on our discussions, we are pleased to offer you the position of Trainee-Processor, in Band 5, Level 1 with our organization. The gross compensation will be **INR 3,00,000/-** (Three Lakhs **rupees only**) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Digital Risk is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Digital Risk that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the DR way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our Pune office on November 10, 2022. Please keep your recruiter informed, in case of advancement in the joining date.

Cyber City, Tower IV, Magarpatta, Hadapsar, Pune - 411013, Maharashtra, INDIA

888.500.RISK (7475) www.digitalrisk.com



JR
Principal Incharge
St. Mira's College for Girls



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Please endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom on the right corner and return to the undersigned.




Principal Incharge
St. Mira's College for Girls



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ANNEXURE - 1

SALARY OFFER SHEET

Component	Monthly Gross	Annual Gross
Basic	10,000	1,20,000
House Rent Allowance	4,867	58,400
Leave Travel Allowance	NA	NA
Special Allowance	1,250	15,000
Ex-Gratia/ Bonus ¹	3,200	38,400
TOTAL FIXED CASH	19,317	2,31,800
Performance Incentive	3,750	45,000
Variable Pay ²	NA	NA
TARGET CASH COMPENSATION	23,067	2,76,800
Employer Provident Fund	1,350	16,200
Mediclaime Insurance Premium	583	7,000
TARGET COST TO COMPANY	25,000	3,00,000

Details of Incentive Plan:

(1) Max Performance Incentive	The Company shall pay this incentive as per the performance incentive plan based on the employee's performance against set targets every month. You will be entitled to incentives only if you are employed in the Company for the entire month. Your supervisor shall share with you the performance incentive plan details at the time of your joining.
-------------------------------	---

Note:

- As per Statutory regulations, if you are covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".
- Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The Company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan and the same will be reviewed from time to time.



Cyber City, Tower IV, Magarpatta, Hadapsar, Pune - 411013, Maharashtra, INDIA

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Additional Benefits:

- You are covered under Group Medclaim Insurance for a sum insured of INR 300,000 per annum. This mandatory coverage also includes your spouse and 2 children. As per the policy, you have an option to enroll your dependents (parents/ parents-in-law) by paying additional premium.
- You are covered under Group Personal Accident Insurance for INR 500,000 per annum.
- You are covered under the Standard Group Term Life insurance for a sum insured equal to 80% of your Fixed CTC or INR 400,000, whichever is higher. This benefit is extended only to the employee.
- **If you are covered under the Payment of Bonus Act, this component will be "Bonus"; otherwise, it will be "Ex-Gratia".
- Meal Card: You will be eligible to enroll for a meal allowance of INR 2,200 per month. This is a voluntary option and will be adjusted with your special allowance.
- As per the Maternity Benefit (Amendment) Act, 2017, women employees are eligible for Maternity Leave of 26 weeks. Adoption Leave and Paternity Leave are also applicable as the case may be. Please refer to the Company Policy for more details.
- NA

Statutory deductions like ESI, Professional Tax and Income Tax (if any) will be deducted at Source and will be applicable as per stipulations.



JK
Principal Incharge
St. Mira's College for Girls

Employee Code : 82537
 Employee Name : Shradha Pawar
 Sub Department : Care_Pun
 Designation : Customer Relations Advisor
 Calendar Days : 31.00
 LOP Days : 0.00
 Days Payable : 31.00
 Cost Center : UK-Pune
 Activity : CARE
 Leave Encashment Days: 0

Pay Period : 01/10/2022 To 31/10/2022
 Hire Date : 19/06/2022
 Date of Birth : 13/04/2000
 Location : PUNE
 LOP Reversal : 0
 PAN : EKPPP6183R
 PF Number : MH/EAN/46320/311144
 UAN : 10183660292
 ESI Number : NA
 Bank : KOTAK
 Bank A/C No. : 0946026799
 Currency : INR
 Arrears Period : TO

Earnings		Amount	Adjustment	Arrears	Amount Paid	Remarks
Description	Amount	Adjustment	Arrears	Amount Paid	Remarks	
Base Salary	15000.00	0.00	0.00	15000.00		
House Rent Allowance	1500.00	0.00	0.00	1500.00		
Other Allowance	476.00	0.00	0.00	476.00		
Night Shift Allowance	1500.00	0.00	0.00	1500.00		
Sales Incentive	645.00	645.00	0.00	645.00		
Statutory Bonus	1250.00	0.00	0.00	1250.00		
Total Earnings	20371.00	645.00	0.00	20371.00		

Deduction		Amount	Adjusted	Arrears	Amount Recovered	Remarks
Description	Amount	Adjusted	Arrears	Amount Recovered	Remarks	
Profession Tax	200.00	0.00	0.00	200.00		
Employee State Insurance	153.00	0.00	0.00	153.00		
Provident Fund	1800.00	0.00	0.00	1800.00		
Notice Pay Recovery	0.00	0.00	0.00	0.00		
Mid Month Payout adjustments	645.00	0.00	0.00	645.00		
Total Deduction	2798.00	0.00	0.00	2798.00		

Salary Calculation		Gross Earning	Gross Deduction	Net Pay
Gross Earning	20371.00	Gross Deduction	2798.00	Net Pay
Total	20371.00	2798.00		17573.00

**Mid Month payout adjustment is against the amount credited in your bank account on 15-OCT-2022. This payment includes Performance Incentive, Other Incentives, Supplementary Pay RH, as applicable.

For LOP details, Pls follow path: Employee Self Service>>Payroll and Compensation>>India>>Reports>>Payslip LOP in Access

**** This is electronically generated document hence does not require a signature ****



Jayesh
 Principal Incharge
 St. Mira's College for Girls

Edit



WPS

50



Letter of Intent/Appointment Offer

Dear **Vaishnavi Nitin Pawar**,

Date: 04 Sep 2022.

With reference to your application/interview and subsequent discussions you had with us, we are pleased to offer you a position of Officer with Team Lease Services Limited on fixed-term assignment and your date of Joining would be 04 Sep 2022. Your appointment is subject to confirmation from our client on the selection of your candidature by our client, in accordance with their selection criteria.

Your Monthly & Annual CTC will be INR 22154.00 and 265868.00 respectively. The Management reserves the right to bifurcate or merge the allowances in basic salary. Your work location will be Pune. The job is transferable anywhere within India.

The appointment offer is subject to the information provided by you in your Resume / Bio-data/CV and interviews are correct and valid. Detailed job objectives and salary structure along with appointment letter will be provided upon joining. This Letter of Intent /Appointment Offer does not guarantee employment and shall be valid for two weeks or till the date of joining, whichever is earlier.

You are required to download the TeamLease Mobile App and upload the mandatory documents listed below. Appointment Letter is issued subject to filling all mandatory fields on the Mobile App and uploading the mandatory documents on the Mobile App.

- Copy of Aadhaar Card (both sides).
- Copy of the first sheet of Bank Passbook or canceled cheque (with your name, bank account number, and IFSC clearly printed).
- Copy of highest educational qualification certificate.
- Copy of PAN card.

Link for Android App: <https://play.google.com/store/apps/details?id=com.teamlease.associates&hl=en>

Link for iOS App: <https://itunes.apple.com/in/app/teamlease/id1003621280?mt=8>

Please note that any claims based on the alleged verbal promises by any authority, not a part of this letter, will not be entertained in the future.

Yours sincerely,

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

Rituparna Chakraborty
(Authorized Signatory)

Signature and date:

Name:



TeamLease Services Limited, CIN No. U74140MH9000PTC194003
BVAIC Commercial Complex, 6th Floor, 80 Feet Road, Kharanpada, Bangalore - 560095
Ph. (91-80) 33002345, Fax. (91-80) 33243001 www.teamlease.com

Principal Incharge
St. Mira's College for Girls



Tools



Mobile View



Share



PDF to DOC



Letter of Appointment

Date: 14/10/2022

Name: Anushka Sawant

Dear Anushka,

We hereby place on record the following terms and conditions of employment on which you are promoted to the role of **Jr. Social Media Manager** at The Invisible Paintbrush w.e.f. 16th October 2022.

1. **SALARY, ALLOWANCES & DEDUCTIONS:** Your Total Cost to the Company will be ₹2,58,000 (Rupees Two Lakh Fifty Eight Thousand Only). Your total cost to the company is inclusive of all taxes, benefits, and deductions. Deductions will include income tax, professional tax, EPF, and medical insurance. Currently, the company is not under the ambit of EPF and medical insurance, but if and when these become applicable, the total amount will be deducted from the CTC.
2. **PLACE OF POSTING:** Your official place of posting will be in remote working.
3. **LEAVE BENEFITS:** You will be entitled to Leave Benefits in accordance with and subject to the Company's Leave schemes for its staff.
4. **COMPANY RULES & REGULATIONS:** You will observe and be bound by the Company's rules and regulations as varied by the Company from time to time, as they affect your appointment with the Company. Specifically, any disclosure of any remuneration terms shall be treated as violation of Company's policies and may result in immediate termination.
5. **PROBATION:** You will be on probation for a period of two months from the date of your joining The Invisible Paintbrush, post which your performance shall be evaluated for confirmation in the services of the Company. If your overall performance is not found satisfactory, your probation period may be extended by up to another two months, or your employment shall be terminated, and you shall automatically cease to be in the employment of the company for all purposes. Until you receive a confirmation on your appointment you will be on probation.
6. **NOTICE PERIOD & SEPARATION:**
 1. During the probationary period, your services can be severed by either party without assigning any reason whatsoever, by giving a notice of seven days, or on payment of 7 days gross salary in lieu of notice period.
 2. After confirmation, either party will be required to give notice of one month prior to severance or payment of one-month gross salary in lieu of notice period.
 3. Company reserves the right to waive off the notice period given by you.



IP Media Solutions LLP

admin@theinvisiblepaintbrush.com

www.theinvisiblepaintbrush.com

+91 95450 13497

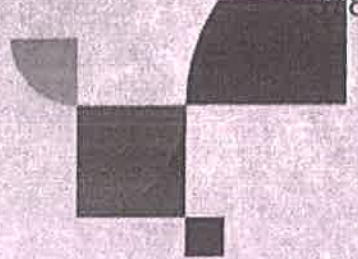

Principal Incharge
St. Mira's College for Girls



4. The Company reserves the right to terminate the contract of employment on short notice where you are in breach of contract.
 5. The Company reserves the right to hold your resignation in case of an ongoing disciplinary issue or other investigations pertaining to your employment.
 6. On termination of your employment you will immediately return to the Company at its offices all Company property, including all documents and corporate credit cards in your possession or under your control and that you will not retain any Company property after termination of your employment.
7. **TRANSFER:** In the Company's interest you may be transferred at any time from one job, section or department to another and from one establishment to any other establishment of the Company in India, on the salary you draw at the time of your transfer.
8. **OTHER BUSINESS INTERESTS OR EMPLOYMENT:** You shall, during your service with the Company, work to the best of your ability and devote your full time to the Company's business as directed by the Company. So long as you are employed by the Company you shall not have interests or be employed at any time either directly or indirectly in any other business except with the prior consent in writing of the Chief Executive Officer.
9. **CONFIDENTIALITY:** You will not during your employment or at any time after its termination, disclose or use (except in so far as is necessary in the proper performance of your employment) any confidential information relating to the finances or business of the Company, to any clients of the Company or such Companies, which comes into your possession or knowledge. You may from time to time be required to execute an undertaking in favor of a client in respect of non-disclosure of clients' confidential information.
10. **INVENTION/KNOW-HOW:** Any discovery, invention, improvement in procedure, trademark, trade name, designs, copyright or get-ups made, discovered or created by you during the continuance of your employment hereunder relating to the business of the Company shall belong to and shall be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment) you shall at the expense of the Company execute all instruments and do all things necessary to vest in ownership for all other rights, title and interests (including any registered rights therein) in such discovery, invention, improvement in procedure, trademark, trade name, design, copyright or get-up in the Company (or its Nominee) absolutely and as sole beneficial owner.

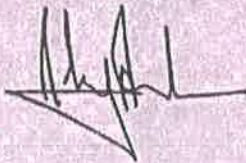


Jh
Principal Incharge
St. Mira's College for Girls



Please sign and return the duplicate copy of this letter signifying your acceptance of the appointment and the conditions of service specified in this letter.

For The Invisible Paintbrush (IP Media Solutions LLP)




**Nikunj Agarwal
Co-Founder & CEO**

I hereby accept the appointment on the terms and conditions of employment set out in this letter and by my signature hereto, I bind myself to abide by these.

Name: Anushka Sawant

Signature & Date:  15/10/22




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



Updated Offer L...



6.9.9



An ISO 9001:2008 Certified Company
 Subsidiary of Rangam Consultancy Inc., New Jersey,
 USA A COMPANY OF TECHHOODS

RIP/DB/10-22

17th Oct 2022

To,

Ms. Jalshree Om Bajor,
 Address: Flat No. 303, Building No. A3,
 Kumar Kruti Society, Near Cybage, Kalyani Nagar,
 Pune, Maharashtra - 411014

OFFER LETTER

Dear Ms. Jalshree Om Bajor,

Congratulations!

We are pleased to extend our Offer Letter for the position **Trade and Transaction Analyst**. As acceptance of our offer, the following shall apply:

- Your job responsibilities are based entirely on the interview and selection by Deutsche Bank Group (hereafter referred as "Client") and will be assigned by the immediate Supervisor at the place of your work or as directed by our client to meet their requirements.
- The date of your joining with our client Deutsche Bank Group would be from 15-11-2022 to 13-07-2023.
- Your hiring is subject to clearance of Background Verification which may be conducted by Client or Rangam Infotech Pvt. Ltd. (Hereafter referred as Rangam) as the case maybe, after which your appointment with Rangam will be confirmed. In the event of any of your background verification fails, this offer stands null and void with immediate effect.
- The Location of work will be Pune or wherever deputed by our Client and/or as directed by Rangam.
- Your Monthly Cost to the Company (CTC) is detailed as per break up shown in the attached Annexure -I to this letter. The said compensation shall be subject to standard tax deductions at source and other applicable deductions, if any as per government norms from time to time.
- This offer may be extended as per the need of our client. Your employment will be governed by the rules, regulations and policies of the Rangam and the Client. The terms of this Offer Letter shall remain confidential and are not to be disclosed to any third party.
- Please note, if you resign from this position you will have to serve 30 days of notice period.

Rameshwar Surti Bhavan, Opp. HP Petrol Pump, Vasna-Gotri Road, Vadodara-390 015. (India)
 (O) +91-76989 50001 | Fax: +91-0265-2255911 | www.ranganinfotech.com | www.rangam.com

- In case of any clarification or assistance concerning your assignment, you may contact us on DSCareers@rangam.com

Please sign this Offer letter as your acceptance and share it with us.

Welcome to Rangam Infotech Pvt. Ltd., We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours truly,
 For Rangam Infotech Pvt. Ltd.,



Principal Incharge
 St. Mary's College for Girls

ROYAL SOLUTIONS

The Mission of Sales and Marketing

Date: 27/9/2022

To, Anita Bhosale

This is with the reference of the discussion/ interviews you had with us, we are pleased to offer you employment in our company on the following terms and conditions:

Designation: CUSTOMER SALES EXECUTIVE

Date of Joining: 27-09-22

Your initial place of work will be at Pune and you will be expected to attend the office during the working hours as decided by the company. Your appointment is subject to verification of your documents and receipt of satisfactory reference.

Accountability:

You will be accountable to any other person placed in authority over you.

Amendments:

Your services are governed by all the existing services rules and regulation and as may be amended from time to time. Your incentive structure and other policy of the company may change without any prior intimation.

Probation period:

You will be on the probation period for 01 Month from the date of joining. During which your work performance will depend upon your achieving standards and expected level of efficiency as set out by company. Your attendance, conduct, attitude, performance and discipline will be monitored on a regular basis. During the training period if your services are not found satisfactory for any reason whatsoever, your services will be terminated at any time even before the completion of the training period without any prior notice or wages in lieu thereof and without assigning any reasons. You shall be continued to remain on training till confirmed in writing. In any case if you desire to leave the organization you shall be eligible for any legal consequences by the company on you. You are not liable to get any PF deduction in case of your training period 'except a certain' deduction as per company policy. Incentives will be paid for the first quarter of the training as per your discussion with your reporting Manager. All performance parameters are required to be achieved while training and in operations.

Secrecy:

You shall not without any written approval of an officer authorized by the management, disclose, publish or authorize anyone else to disclose, confidential or secret information, including working process acquired in the course of your employment with company.

Transfer:

It is specific condition of your employment that your services are liable for transfer between any department / location of the Company / Associates. If the above terms and conditions are acceptable to you, kindly confirm acceptance by signing and returning a copy of this letter.

We extend to you our warm welcome and look forward a long and successful association.

Your Sincerely

For

ROYAL SOLUTIONS

DIPESH CHIKANE
Human Resource

Registered Office - Ashoka Plaza, 1st Floor, Office No B1, Near Road, Viman Nagar, Pune - 411014
Email: hr@royalsolutions.com | Contact No: +91 9622330099

Accepted & Agreed

A.P. Bhosale
Candidate's Signature

Principal Incharge
St. Mira's College for Girls





THE SALON STORY

ADDRESS:- KALYANINAGAR,
PUNE- 411006
PHONE NO. 7840946110
EMAIL ID:- thesalonstorypune@gmail.com
Date :- 5th november 2020

Dear Inaara Bhayani,

We are pleased to offer you employment at THE SALON STORY. We feel that your skills and background will be valuable for our team.

In accordance with terms and conditions set forth with this agreement,

- Your date of appointment is 9th november, 2020.
- You will be based at our pune branch. You work timings are 1.00 pm to 7.30 pm from 9th november to 30th may 2022.
- your work timings will be 10am to 7.30 pm from 1st june 2022, subject to changes depending on the exam schedule.
- You may be considered for appraisal and interval as decided by the firm.
- No leave salary will be granted on account of ill health while you are on probation.
- You explicitly understand that you may discuss matters pertaining the salary and compensation only with the manager.



ZOHRA AMLANI

FOUNDER

THE SALON STORY PUNE

JB
Principal Incharge
St. Mira's College for Girls



APPOINTMENT LETTER

6 May, 2021

Dear **NEHA DAS,**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-Pune**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 72000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.




Principal Incharge
St. Mira's College for Girls



ACCELINE DIGITAL MEDIA PVT LTD

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Office 302, World Trade Center, Tower 1, Kharadi, Pune 411014
CIN: U74999PN2016PTC166157 Mobile: 8329549428

PRIVATE AND CONFIDENTIAL

14th July 2022

Dear Roseleen Makasare,

It is with pleasure that we would like to offer you to explore a career opportunity with Acceline Digital. With reference to your application for employment and the subsequent interviews with us, we are pleased to appoint you to our company as a "Jr Ad Operation Specialist".

The company is offering you employment on the following terms and conditions:

1. Appointment

- 1.1 You will be appointed to the position of "Jr Ad Operation Specialist". Your designation is merely indicative of the responsibilities, which you are required to carry out. You will perform such duties as are assigned to you by the Company from time to time relating to the position to which you are now appointed and to which you may be transferred / promoted in the future.
- 1.2 Your commencement will be effective from **1st August 2022**
- 1.3 You will report to Mr. Avinash Sharma and shall be posted at our India office but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
- 1.4 Your employment with the company is subject to your providing documentary proof of your last drawn salary, educational qualification, work testimonials, certificates, and relieving letter if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration and Target

- 2.1 The Annual Compensation offered would be **Rs. 3,00,000/-** Your salary will be subject to Tax Deduction at source according to the prevailing Income Tax Law and other deductions as applicable under Indian laws.
- 2.2 Your monthly salary will be **Rs. 25,000/-** and it will be credited directly to your bank account – **deductions as applicable employee and employer EPF.**
- 2.3 You will be eligible for annual performance appraisals after confirmation. A performance review may or may not result in salary change depending on the performance of the individual as well as the performance of the company.
- 2.4 In addition to salary, you shall also be entitled to receive other benefits as applicable under the Company policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy concerning the benefits that are offered to you.

3. Probation

- 3.1 You shall serve a probationary period of **SIX** months from the date of joining. Upon satisfactory completion of a probation period, you shall be confirmed as a permanent employee of the company.
- 3.2 The company reserves the right to either extend the probationary period or invoke it if your performance does not meet expectations.


Principal Incharge
St. Mira's College for Girls



3.3 During the probation period you need to serve a minimum of 30 days notice period in case you decide to leave the company. In case any expenses were borne by the employer in buying out your notice period from the earlier company. The same or equivalent money will be required to be refunded to the employer.

4. Working Hours

- 4.1 Normal 9 hours are determined by the company but you shall undertake to work outside of these hours, where necessary and reasonably required, in response to work exigencies. However, the final work timings will be determined by your reporting manager given your job profile.
- 4.2 A working day shall comprise nine hours, including a break of one hour for lunch, dinner, or tea breaks.
- 4.3 You may be required to work on a shift basis. The shift timings may change from time to time which you would be notified of in advance.
- 4.4 At times you may be required to work beyond 8 working hours.

5. Duties

- 5.1 You must provide your services exclusively to the company.
- 5.2 You are required to be flexible and to undertake all duties normally and reasonably associated with your role. We may require you to undertake reasonable Alternative duties in addition to, or instead of your normal duties.
- 5.3 You are expected to comply with all the Company's rules, policies, and Procedures from time to time in force.

6. Annual Leave

- 6.1 The Employee shall be entitled to have 21 Annual paid Leaves which include Privilege & Casual leaves according to the company rules and policies.
- 6.2 We work on all Indian holidays and your holidays are aligned with client holidays.

7. Deputation Abroad


- 7.1 If you are posted abroad, all your travel costs and accommodation will be borne by the company. If there is an onsite opportunity provided, the employee needs to sign a service agreement with the Employer, stating that he/she should serve the company for ONE year after returning from the visit.

8. Transfer

- 8.1 Appointment is transferable and the Company at its discretion may transfer you to any other department or any place in India or outside India and as such you may, at any time, be transferred to any of the offices of the Company, its associates, business partners with whom the company has transactions, whether the office, subsidiary, associate, business partners is in existence today or is to be set-up hereafter. While every attempt will be made to give you reasonable advance notice of such transfer, however in case of emergency such transfers may be made effective immediately.

- 8.2 On your transfer to any other place, you will observe the working hours, and holidays as applicable to the location and place of work where you have been transferred.




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



ACCELINE DIGITAL MEDIA PVT LTD

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Office 302, World Trade Center, Tower 1, Kharadi, Pune 411014
CIN: U74999PN2016PTC166157 Mobile: 8329549428

16. Confidentiality

16.1 You must keep secret during and after your employment all information that you obtain about the business and affairs of the Company or clients or customers of the Company.

16.2 Any document or written material provided by the company is Company property and must not be removed, passed on, copied, or disclosed to third parties except with the Company's authority.

16.3 If you are requested to do so by the Company, you will enter into such further Confidentiality agreements with the company as the company may reasonably require.

17. Non Solicitation of Employees and Clients

You agree that during the period of your employment with the Company, and for one year after the date of termination of such employment (regardless of whether this cessation of employment is voluntary or involuntary, or caused by the breach of this Agreement by either party), other than on behalf of the Company, you will not, either directly or indirectly:

17.1 Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, any employee of the Company; or

17.2 Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, the business of any client, customer, potential client, potential customer, person, or entity with whom Employee had dealings as an Employee of the Company for any purpose related in any manner to the business of the Company.

17.3 You agree the foregoing restrictions are reasonable both as to time and extent given the nature and scope of the Company's present business and the duties of your employment.

So on behalf of the management team of **Accel Digital Media Private Limited**, I am delighted to extend this appointment letter and ask you to confirm your acceptance by signing on each page and returning a copy of this letter.

With warm regards,
ACCELINE DIGITAL MEDIA PRIVATE LIMITED

Director/ Head of Operations & Analytics
Avinash Sharma




Principal Incharge
St. Mira's College for Girls

APPOINTMENT LETTER

Ref No: QG/OW/22/ 1759

24 Jun, 2022

Sangita Jiva Rathod

Pune

Dear Sangita,

It gives us great pleasure to offer you the position of “ **Test Engineer** ” at Qualitas Global Services LLP (hereinafter referred to as ‘Company’) Pune facility to you. Upon your acceptance of this offer in accordance with the terms and conditions set forth, this Agreement will constitute a legally binding and enforceable employment agreement between you and the Company.

Please note that the terms of employment contained in this letter are subject to the Company’s Policy.

1. GENERAL

1.1 APPOINTMENT, POSITION AND COMPENSATION

In accordance with the terms and conditions set forth in this Agreement, we have pleasure in offering you the position of “ **Test Engineer** ”. It is expressly clarified that the said designation is in accordance with the internal grading policy of the Company.

1.2. Your date of appointment is 24 Jun, 2022 .

1.3. You will be based at our Pune office and shall receive an all-inclusive consolidated salary of INR. **1,56,000 CTC** (Indian Rupees One Lakh Fifty Six Thousand Only).

1.4. You agree that the Company in accordance with its compensation policy and practices, at its sole discretion, can revise/alter/change the structure of your compensation and the same will be intimated to you in writing.

1.5. The Company shall further be entitled to change your place of work/transfer you to a place within and/or outside Pune and/or to any of its vendors and/or subsidiaries and/or affiliates and/or clients and/or any related companies as may be deemed fit by the Company and to modify your reporting or organizational structure as may be reasonably necessary to respond to changing business needs of the Company.

1.6. You may be considered for appraisal at a time and interval as decided by the Company and in event of any revision/alteration/changes in the structure of your salary with regard to such appraisal, a letter enlisting such revision/alteration/changes shall be provided to you, however, the same will be subject to an assessment of your performance by the Company (at its sole discretion).

1.7. Your salary shall be subject to deductions of taxes and levies as per the statutory requirements, laws statutes, etc. (read with any amendments from time to time).

1.8. No leave salary on account of ill health or for any reasons will be granted while you are on probation.

1.9. You explicitly understand that your compensation is a confidential matter and you may discuss matters pertaining to the same with only your manager(s) and the requisite person from HR. You shall not discuss your compensation/salary with your colleagues and/or compare salaries with your colleague. In the event of any grievances based on your discussion and/or comparison with your colleagues will not be attended to and/or entertained.




Principal Incharge,
St. Mira's College for Girls

Pune



ACCELINE DIGITAL MEDIA PVT LTD

408

Office 302, World Trade Center, Tower 1, Kharadi, Pune 411014
CIN: U74999PN2016PTC166157 Mobile: 8329549428

PRIVATE AND CONFIDENTIAL

16th June 2022

Dear Shrikala Palugulla,

It is with pleasure that we would like to offer you to explore a career opportunity with Acceline Digital. With reference to your application for employment and the subsequent interviews with us, we are pleased to appoint you to our company as a "Jr Ad Operation Specialist".

The company is offering you employment on the following terms and conditions:

1. Appointment

- 1.1 You will be appointed to the position of "Jr Ad Operation Specialist". Your designation is merely indicative of the responsibilities, which you are required to carry out. You will perform such duties as are assigned to you by the Company from time to time relating to the position to which you are now appointed and to which you may be transferred / promoted in the future.
- 1.2 Your commencement will be effective from **21st June 2022**
- 1.3 You will report to Mr. Avinash Sharma and shall be posted at our India office but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
- 1.4 Your employment with the company is subject to your providing documentary proof of your last drawn salary, educational qualification, work testimonials, certificates, and relieving letter if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration and Target

- 2.1 The Annual Compensation offered would be **Rs. 2,80,000/-** Your salary will be subject to Tax Deduction at source according to the prevailing Income Tax Law and other deductions as applicable under Indian laws.
- 2.2 Your monthly salary will be **Rs. 23,333/-** and it will be credited directly to your bank account – **deductions as applicable employee and employer EPF.**
- 2.3 You will be eligible for annual performance appraisals after confirmation. A performance review may or may not result in salary change depending on the performance of the individual as well as the performance of the company.
- 2.4 In addition to salary, you shall also be entitled to receive other benefits as applicable under the Company policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy concerning the benefits that are offered to you.

3. Probation

- 3.1 You shall serve a probationary period of **SIX** months from the date of joining. Upon satisfactory completion of a probation period, you shall be confirmed as a permanent employee of the company.
- 3.2 The company reserves the right to either extend the probationary period or invoke it if your performance does not meet expectations.




Principal Incharge
St. Mira's College for Girls



ACCELINE DIGITAL MEDIA PVT LTD

412

Office 302, World Trade Center, Tower 1, Kharadi, Pune 411014
CIN: U74999PN2016PTC166157 Mobile: 8329549428

16. Confidentiality

16.1 You must keep secret during and after your employment all information that you obtain about the business and affairs of the Company or clients or customers of the Company.

16.2 Any document or written material provided by the company is Company property and must not be removed, passed on, copied, or disclosed to third parties except with the Company's authority.

16.3 If you are requested to do so by the Company, you will enter into such further Confidentiality agreements with the company as the company may reasonably require.

17. Non Solicitation of Employees and Clients

You agree that during the period of your employment with the Company, and for one year after the date of termination of such employment (regardless of whether this cessation of employment is voluntary or involuntary, or caused by the breach of this Agreement by either party), other than on behalf of the Company, you will not, either directly or indirectly:

17.1 Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, any employee of the Company; or

17.2 Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, the business of any client, customer, potential client, potential customer, person, or entity with whom Employee had dealings as an Employee of the Company for any purpose related in any manner to the business of the Company.

17.3 You agree the foregoing restrictions are reasonable both as to time and extent given the nature and scope of the Company's present business and the duties of your employment.

So on behalf of the management team of **Accel Digital Media Private Limited**, I am delighted to extend this appointment letter and ask you to confirm your acceptance by signing on each page and returning a copy of this letter.

With warm regards,
ACCELINE DIGITAL MEDIA PRIVATE LIMITED

Director/ Head of Operations & Analytics
Avinash Sharma




Principal Incharge
St. Mira's College for Girls

31-Aug-22

Ms. Sonia Subhash Jaisinghani
 Sr No 21, Flat No 22, Sawant Plaza, Pune Satara Road, Balaji Nagar Bus
 Stop Balaji Nagar, Pune City, Dhankawadi, Pune, Pune City, Maharashtra
 411043

OFFER LETTER

Dear Sonia,

With reference to our discussions, we are pleased to offer you a position with **FlexAbility HR Solutions Private Limited** on the following terms and conditions:

1. **Designation:** Executive
2. **Location:** Pune
3. **Band:** 9
4. **Reporting to:** Account Manager
Reporting relationships may be changed at any point in time at the discretion of the management.
5. **Compensation:** Your annual compensation will be ₹ 340000/- per annum. (Rupees Three Lakh Forty Thousand Only). Annexure-1 outlines the detailed component wise stack up.
In addition to the above, you will be eligible to participate in the Performance Bonus Plan as per company policy, for the said period.
6. **Joining Date:** We would appreciate you joining us on or before **September 05, 2022**.
The offer stands revoked automatically on not joining as per the indicated timelines. Discussions or attempts to arrive at a revised joining date could be made, but in case no agreement on a date is arrived at, the date indicated in the offer (or last agreed in writing thereafter) would be considered as the date by which the candidate should join, failing which the offer would automatically stand revoked. While you are at liberty to drop the offer, by indicating in writing, if things don't appear to be working out, the offer can also be revoked at the discretion of the management of the firm.
7. **Acceptance:** Your formal acceptance of the terms & conditions of this offer should be confirmed in writing (reply to email / countersigning this offer letter).
8. **Verification:** This offer is subject to a positive reference check and post-employment background screening.

Employment Screening Checks include

- Legal Right to Work	- References
- Identity	- Employment Verification
- Current & Permanent Residence	- Qualifications
- Credit	- CV validation
- Criminal	- Any other
- Sanctions & PEP	



Mumbai, India
 T/ +91 22 6662 3781
 E/ ams.servicedesk@flexability.in
 FlexAbility HR Solutions Private Limited, Parinee Crescenzo, 1st, G Block BKC, Bandra Kurla Complex, Bandra East,
 Mumbai, Maharashtra 400051


 Principal Incharge
 St. Mira's College for Girls

9. Probation, Confirmation and Notice period

- i. You will initially be on probation for a period of 6 months. During this period, the Firm may conduct evaluation(s) on functional and behavioral aspects of your role as deemed fit, to ascertain the suitability of the employment.
- ii. During probation, the employment may be ended through a written notification, by giving 30 (thirty) days' notice, or equivalent compensation, in lieu thereof, on either side.
- iii. The probation period may be extended further for a maximum period of 90 (ninety) days, if deemed necessary, via a written communication.
- iv. On successful completion of probation or its extension, you will be intimated in writing about your confirmation. Until such communication is released, one shall continue to be under probation.
- v. As a confirmed employee, the employment can be terminated by giving 60 (sixty) days' notice, or equivalent compensation (as per policy), in lieu thereof, on either side.

10. Terms and Conditions of Association: An agreement outlining the terms and conditions of your association with the firm, will be issued as part of your joining formalities.

11. Documents: On the date of joining, please provide self-attested and dated copies of :

Education:	Mark sheets and Pass Certificate/Degree/Diploma (X, XII, UG, PG, Other)
Employment:	Acceptance of Resignation / Relieving letter of all previous organization/s, Form-16/ Form-12B
Compliance:	Aadhaar / UID, Voter ID PAN, PF Details (PF No. & UAN No.), Driving License, Passport, Bank Account Details
Other:	Current & Permanent Address Proof, 3 Passport size photographs (formal business attire), Dependent Details, Vaccination Certificate, Professional References

Looking forward to having you on board!

For FlexAbility HR Solutions Private Limited

Pallavi Gupta

Pallavi Gupta
Chief General Manager - Human Resources



Understood and Accepted:

Candidate Name: Sonia Subhash Jaisinghani

Date :

Place :

JK
Principal Incharge
St. Mira's College for Girls

Mumbai, India
T/ +91 22 6662 3781
E/ ams.servicedesk@flexability.in
FlexAbility HR Solutions Private Limited, Parinee Crescenzo, 1st, G Block BKC, Bandra Kurla Complex, Bandra East,
Mumbai, Maharashtra 400051

ANNEXURE 1

Name	Sonia Subhash Jaisinghani
Designation	Executive
Band	3
Location	Pune

Salary Head	Amount (Rupees Per Annum)
Basic	180000
House Rent Allowance	90000
A. Base Salary	270000
Provident Fund (Employer)	21600
Gratuity	8654
Mediclaim, Term Insurance and Personal Accident Insurance	2800
B. Retirals and Insurance Benefit	33054
C. Special Allowance	36946
D. Part B/ Special Pay	0
Annual Cost to Company (A+B+C+D)	340000

Understood and Accepted:

Candidate Name: Sonia Subhash Jaisinghani

Date:

Place:



JK
Principal Incharge
St. Mira's College for Girls

Mediclaime and Personal Accidental Insurance Coverage

The Sum Assured limits for the Mediclaime and the Personal Accidental coverage as per Company Policy prevailing from time to time:

Mediclaime	Maternity Benefit	Personal Accident
100000	50000	4 times of Annual Gross

The above amount of Mediclaime coverage includes self, spouse and upto two children. The Management reserves the right to amend the policy and limits from time to time.

Understood and Accepted: Sonia

Candidate Name : Sonia Subhash Jaisinghani

Date: 1/09/2022

Place: Pune



JK
Principal Incharge
St. Mira's College for Girls



DR - BPS/RH11820043/315292/Pune/August/V1

**OFFER OF EMPLOYMENT
PRIVATE &
CONFIDENTIAL**

August 17, 2022

**Vaishnavi Rode,
Pune,
Pune**

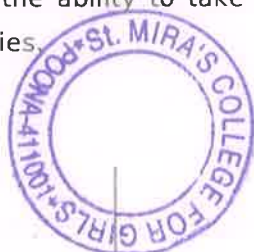
Dear Vaishnavi Rode,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

Based on our discussions, we are pleased to offer you the position of Tr Customer Support Officer, in **Band 5, Level 1** with our organization. The gross compensation will be INR 3,25,000/- (Three Lakhs Twenty Five Thousand **rupees only**) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.



Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited
Registered Office:

Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294


Principal Incharge
St. Mira's College for Girls



These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the Mphasis way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our Pune office on August 18, 2022. Please keep your recruiter informed, in case of advancement in the joining date.

Please endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom on the right corner and return to the undersigned.



Jayab
Principal Incharge
St. Mira's College for Girls

Contact Us:

T: +91 080 6750 1000

F: +91 080 6695 9943

E: investor_relations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanakundi Village,

Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294

ANNEXURE - 1

SALARY OFFER SHEET

Component	Monthly Gross	Annual Gross
Basic	10,833	1,30,000
House Rent Allowance	6,779	81,350
Leave Travel Allowance	NA	NA
Special Allowance	2,708	32,500
Ex-Gratia/ Bonus ¹	3,200	38,400
TOTAL FIXED CASH	23,521	2,82,250
Performance Incentive	1,354	16,250
Variable Pay ²	NA	NA
TARGET CASH COMPENSATION	24,875	2,98,500
Employer Provident Fund	1,625	19,500
Mediclaime Insurance Premium	583	7,000
TARGET COST TO COMPANY	27,083	3,25,000

Details of Incentive Plan:

(1) Max Performance Incentive	The Company shall pay this incentive as per the performance incentive plan based on the employee's performance against set targets every month. You will be entitled to incentives only if you are employed in the Company for the entire month. Your supervisor shall share with you the performance incentive plan details at the time of your joining.
-------------------------------	---

Note:

- As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".
- Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

Contact Us:

T : +91 080 67505000

F : +91 080 66952445

E : investor,relation@mphasis.com

www.mphasis.com

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Registered Office:Bagmane World Technology Centre,
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Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294


 Principal Incharge
 St. Mira's College for Girls




ANNEXURE - 3

List of mandatory documents that needs to be uploaded in the tool as part of your offer release process and to proceed further with your onboarding formalities.

Sl. No	Details	Description
1.	Photograph	Soft copy of white background passport size photograph
2.	Education Documents	Highest education; i.e.; degree / post-graduation completion certificate (Provisional Certificate/ Consolidated Marks sheets/ all semester marks card)
3.	Identity Proof	Passport/ PAN Card/ Election ID/ Driving Licence/Aadhaar Card.
4	Employment Details	Current Employment: last 3 months salary slip along with a copy of the offer letter Previous Employment: Relieving letter/ experience letter (which captures start date, end date & position details)
5	LOA	Signed Scanned copy of - Letter of Authorization (LOA)

Please note, your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer. Being an ISO certified company, it is important for you to submit these documents on or before your date of joining us. Your joining the Company is subjected to you furnishing all of the above documents and duly verified by Mphasis.




Principal Incharge
St. Mira's College for Girls

Digitally signed by DS MPHASIS LIMITED 1
Date: 2022.08.17 10:37:07 GMT
Reason: Authorised by Srikanth Karra
Location: Bangalore

Contact Us:
T : +91 080 6750 1000
F : +91 080 6695 9943
E : investor_relations@mphasis.com | www.mphasis.com

Mphasis Limited
Registered Office:
Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294



E mail : _info@riemensolution.com

Web: www.riemensolution.in

HQ Add : B-61, Sector-67, Noida, G.B. Nagar, U.P.-201301

CIN : U74120UP2014PTC065625

Date : 7/2/2022

From,

Viman Nagar Giga Space IT Park Alpha 1 5th Floor Pune 411014

Date: 7/2/2022

Dear Bhavika Sunil Kukreja

Sub - Letter of intent to hire.

This is to inform you that you are selected in our company. We take pleasure in offering you the position of CRE in our organization. You accepted the offer of 14000 INR (CTC) per month, payable in accordance with the Company's standard payroll schedule. This salary will be subject to performance pursuant to the Company's employee compensation policies in effect/change from time to time.

Please provide us your acceptance for this letter of intent. Failure to do so we will reject your letter of intent. This letter never bound employer and employee both to join each other.

Please sign your acceptance to indicate that you have accepted this offer and return it to me. We have found you to be the most suitable for the post and look forward to working with you.




HR Team

Riemen Solution Private Limited

Bhavika Sunil Kukreja




Principal Incharge
St. Mira's College for Girls

DECATHLON
SPORT FOR ALL - ALL FOR SPORT
Employment Contract

Emp ID: DSI009517

To,

Date: 21-04-2022

Gayatri Chintamani Vaidya,
Plot no.576, Sector No.28,Ganganagar,Pradhikaran,Akurdi.
pune
Maharashtra
India.

Dear Gayatri Chintamani Vaidya,

Thank for your interest in choosing Decathlon Sports India Pvt Ltd (DSIPL). As we believe your passion for sport and your values match those of our Company, we, at DSIPL, are pleased to appoint you as a **Decathlon Permanent Employee** on a **Full Time** basis, and your responsibilities would be those of a **Omni Sport Leader** at our **Pune** location effective **02-04-2022** and you will be on probation up to **3 month(s)** or such extended period as specified by your Manager. Thereafter, your employment confirmation would be informed to you in writing.

Your gross fixed compensation would be **INR. 25000.00**. You are also entitled for a monthly statutory/non-statutory bonus which will be at a maximum **20.0%** of your gross monthly fixed compensation. You are entitled to all the social security benefits like PF, ESIC (as per applicability), Gratuity, and Employee Compensation as specified in the respective statutory acts. Please find the detailed breakup of salary in Annexure1 enclosed below. Further, sufficient holidays keep one motivated in a work environment. Therefore you shall have **28 days of annual leaves**

Saloni Soni will be responsible to mentor and guide you in this phase of your professional journey or any such manager assigned by the later.

We at DSIPL strongly believe in your ability to manage yourself in the best interest of the Company. Fewer the rules better the productivity as far as we are concerned.

We trust you will enjoy working with DSIPL and take the utmost autonomy to complete your

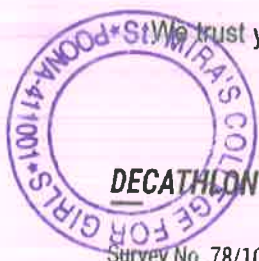
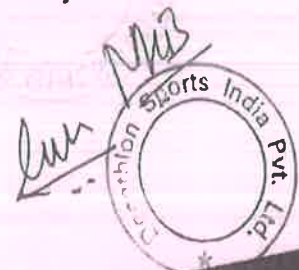
DECATHLON SPORTS INDIA PVT. LTD.

Survey No. 78/10, A2 0-Chikkajala Village, Bellary Road, Bangalore - 562157

Mobile: +91 - 7676798989, www.decathlon.in

CIN: U72200KA2004FTC033858

JS
Principal Incharge
St. Mira's College for Girls



Decathlon Sports India Private Limited			
Survey No 78/10 A2 0-Chikkajala Village Bellary Road, Bangalore Karnataka India 562157			
Pay Slip for the Month of JUN 2022			
EMPCODE	DSI009617	UAN NO	101816192842
EMPNAME	Gayatri Chintamani Vaidya	PF NO	PYBOM0034744000064702
DESIGNATION	Omni Sport Leader	ESI NO	
DOJ	02/04/2022	STD DAYS	30.00
GRADE		WRKDAY	30.00
PAN	CAVPV0830Q	LOP DAYS	0
DEPARTMENT	Retail	BANK NAME	SVC CO-OPERATIVE Bank Ltd
LOCATION	Maharashtra	ACCOUNT NO	105203130006689
FATHER / HUSBAND NAME	Chintamani	COST CENTRE	IN1470
BANK IFSC	SVCB0000052	TYPE OF CONTRACT	Full Time
POSITION	Sport leader		
EARNINGS	AMOUNT	DEDUCTIONS	AMOUNT
BASIC PAY	14,400	PROVIDENT FUND	1,800
HRA	7,200	PROFESSIONAL TAX	200
SPECIAL ALLOWANCE	2,358		
LTA	1,042		
MONTHLY BONUS	5,000		
GROSS EARNINGS	30,000	GROSS DEDUCTION	2,012
REIMBURSEMENTS			AMOUNT
TOTAL REIMBURSEMENT			0
NET PAY : 27,988			
IN WORDS : Rupees Twenty Seven Thousand Nine Hundred Eighty Eight Only			

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



JK
Principal Incharge
St. Mira's College for Girl

Mansi Tawde

Near Takshashila Budh Vihar, Nagpur Chawl Yerwada Pune Maharashtra - 411006

Letter of Offer

Dear Mansi,

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

Career band: Your career band would be **Professional**.

Role band: You would be placed in Role band **A**.

Title: The title that you would be using both internally and externally would be **Associate**.

Compensation: Your Total Gross Pay will be **INR 254040 (Two Lakh Fifty Four Thousand Forty Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **June 01, 2022**.

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

AUSTRALIA
COSTA RICA
INDIA
THE PHILIPPINES
ROMANIA
SRI LANKA
UAE
UK
USA



1. TERMS & CONDITIONS:

For WNS Global Services Pvt. Ltd.

Accepted and Agreed

Adil S. Nargolwala

Candidate's Name & Signature

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

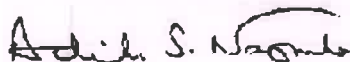
JK
Principal Incharge
St. Mira's College for Girls

Extending Your Enterprise

- a) The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b) You will be required to sign a standard employment agreement on your date of joining.
- c) You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d) The Company's business involves operating round the clock on all day. Therefore the work may involve shift working and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e) You will be on probation for six months from the date of joining; however probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (Sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period the Company reserves the right to recover compensation in lieu of notice period from you in addition to the compensation towards all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to losses and damages actually sustained by the Company. The forgoing term is a condition precedent to your acceptance of this offer letter.
- f) Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo voice & accent ,pre-process and process trainings as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. At the end of these trainings, a performance assessment will be conducted and the results will be declared as per the established norms depending on the type/nature of the training. The company invests significant amount of efforts and costs on such trainings and you will appreciate that in case one is not able meet the required norms during training or clear the afore-said assessment tests, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g) Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h) You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward/ accumulation of leave will be governed as per the existing Company policy on the subject.
- i) You will be provided necessary training / special education / on the job skill enhancement / interactive programs / up skilling programs/ guidance required to discharge your duties effectively at the cost, efforts and time of the Company. In consideration of such training or skill enhancement programs, you shall serve the Company for a minimum period of six months from the date of your joining, failing which, the Company reserves the right to recover the losses suffered for imparting such training or skill enhancement programs from you.

For WNS Global Services Pvt. Ltd.

Accepted and Agreed



Candidate's Name & Signature

Adil S Nargolwala
Corporate SVP - HR

Head - Talent Acquisition Group


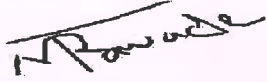
WNS Global Services Pvt. Ltd., Plant No:10, Godrej & Boyce Complex, Pirojshanagar,
LBS Marg, Vikhroli (West), Mumbai-400089 India | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 |
CIN: U72200MH1996PTC100196


Principal Incharge
St. Mira's College for Girls

21. JURISDICTION OF COURTS

Courts at MUMBAI shall have the exclusive jurisdiction in respect of the subject matter of this agreement.

IN WITNESS WHEREOF THE PARTIES HERETO HAVE PUT THEIR RESPECTIVE SEA AND/OR HANDS THE DAY AND YEAR FIRST HEREINABOVE WRITTEN.

Signed and delivered on behalf of the within named Company by, 	Signed and delivered by the within named Employee by, 
Name: Anjana Lazars Designation: General Manager - HR	Name: Mansi Rajendra Tawde Designation: Associate - Ops

- AUSTRALIA
- COSTA RICA
- INDIA
- THE PHILIPPINES
- ROMANIA
- SRI LANKA
- UAE
- UK
- USA

"I hereby confirm that I have tendered resignation from my previous employer company 01st on 01stand from today WNS is the only employer I am employed with.

Any outstanding dues claimed by my previous employer 01stis solely my liability, and will be borne by me.

Further, I hereby indemnify WNS Global Services (Pvt.) Ltd., against any claim made against WNS Global Services (Pvt.) Ltd., by my previous employer company or any other person or legal entity, arising from any wrongful statement made by me in relation to my employment status or any other material information impacting WNS' decision to employ me.

I hereby also agree that I have read and understood the terms and conditions of the aforesaid Standard Employment Agreement as also the repercussions of the breach thereof. I further confirm that I have received a counter-copy of this agreement for my records.

Signed: 

Name: **Mansi Rajendra Tawde**


Principal Incharge
St. Mira's College for Girls





ACCELINE DIGITAL MEDIA PVT LTD

457

Office 302, World Trade Center, Tower 1, Kharadi, Pune 411014
CIN: U74999PN2016PTC166157 Mobile: 8329549428

PRIVATE AND CONFIDENTIAL

9th June 2022

Dear Neelam Thadani,

It is with pleasure that we would like to offer you to explore a career opportunity with Acceline Digital. With reference to your application for employment and the subsequent interviews with us, we are pleased to appoint you to our company as "Jr Ad Operation Specialist".

The company is offering you employment on the following terms and conditions:

1. Appointment

- 1.1 You will be appointed to the position of "Jr Ad Operation Specialist". Your designation is merely indicative of the responsibilities, which you are required to carry out. You will perform such duties as are assigned to you by the Company from time to time relating to the position to which you are now appointed and to which you may be transferred / promoted in the future.
- 1.2 Your commencement will be effective from **13th June 2022**
- 1.3 You will report to Mr. Avinash Sharma and shall be posted at our India office but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
- 1.4 Your employment with the company is subject to your providing documentary proof of your last drawn salary, educational qualification, work testimonials, certificates, and relieving letter if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.


2. Remuneration and Target

- 2.1 The Annual Compensation offered would be **Rs. 2,80,000/-** Your salary will be subject to Tax Deduction at source according to the prevailing Income Tax Law and other deductions as applicable under Indian laws.
- 2.2 Your monthly salary will be **Rs. 23,333/-** and it will be credited directly to your bank account – **deductions as applicable employee and employer EPF.**
- 2.3 You will be eligible for annual performance appraisals after confirmation. A performance review may or may not result in salary change depending on the performance of the individual as well as the performance of the company.
- 2.4 In addition to salary, you shall also be entitled to receive other benefits as applicable under the Company policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy concerning the benefits that are offered to you.

3. Probation

- 3.1 You shall serve a probationary period of **SIX** months from the date of joining. Upon satisfactory completion of a probation period, you shall be confirmed as a permanent employee of the company.
- 3.2 The company reserves the right to either extend the probationary period or invoke it if your performance does not meet expectations.




Principal Incharge
St. Mira's College for Girls

Offer Letter

To,
Owi Balu Jadhav,

Subject: Offer of employment as Customer Service Officer at Poonawalla Fincorp Limited.

Greetings from Poonawalla Fincorp Limited!

This is with reference to your application and subsequent discussions you had with us.

We are pleased to offer you an employment at Poonawalla Fincorp Limited (Company) as **Customer Service Officer** at HR Designation-**Executive** at Band **E** and Level **1** on the terms and conditions as stated below.

01. PLACE OF POSTING and tentative DATE OF JOINING

You will be posted at Pune and date of joining will be on or before September 08, 2022 .

This position reports to **Senior Executive** and/or any other person assigned by the Company, from time to time. This letter sets forth certain terms and conditions of our employment proposal and the detailed terms and conditions of your employment with the Company shall be governed by the contract of employment ("**Employment Contract**") which you shall be required to execute, at the time of your joining.

01. COMPENSATION

Total Cost to Company (CTC): 190000/- p.a. (INR per annum)

The tentative CTC break up is attached in Annexure A.

This email is not meant to create, and should not be construed, as a contract of employment. If you accept this offer of employment, the Company, will enter an Employment Contract on the date of your joining. Probationary period will be for 3 months from the date of joining, details of which will be described in the Employment Contract.

Your principal place of work will be at Pune. However, the Company shall have the right, at its sole discretion, to transfer you to any of its now existing or any future (i) office(s), and, or (ii) branch(es), and, or (iii) business vertical(s) and, or (iv) affiliates.

Your compensation and all other payments received by you would be subject to deduction of Provident Fund, Profession Tax and any other prevailing taxes as applicable.




Principal Incharge
St. Mira's College for Girls

Poonawalla Fincorp Limited
(Formerly known as Magma Fincorp Limited)
CIN: L51504PN1978PLC209007

Registered Office: 601, 6th Floor, Zero One IT Park, Survey No. 79/1, Chorpadi, Mundhwa Road, Pune - 411036
T: +91 020 67808090 | **E:** info@poonawallafincorp.com | **W:** www.poonawallafincorp.com

You will also be eligible for annual leaves and holidays as per applicable laws and in accordance with the prevailing rules and policies of the Company.

Should the terms of the offer be acceptable, please respond to the undersigned within 3 days by signing and returning a copy of this letter (electronic form acceptable). This letter supersedes all previous oral and written agreements and understandings. This offer shall automatically stand withdrawn if we do not receive your acceptance within 3 days.

Your joining is subject to and verification of your pre onboarding documents to the satisfaction of the Company. You agree and consent to the Company to undertake a background check (either by itself or through third party agencies) and using and storing your personal information or sensitive data, for the purpose of your potential employment with the Company. You agree that your employment with the Company is contingent upon a satisfactory background check as well as verification of your previous employment and salary history and/or any other details, in accordance with applicable laws.

Following Scanned copies are required to be submitted -

1. -Self Attested Educational Documents (SSC, HSC, Graduation, Post-Graduation, any other)
2. -Self Attested latest appointment letter, and last 3 months salary slips
3. -Last 6 Months Bank Statement (which shows credit of salary received)
4. -Self Attested Aadhaar Card
5. -Self Attested PAN Card
6. -Scan copy of Passport size photo (.jpg or .jpeg format)

You are also advised to share the copy of the Resignation Letter within five days of acceptance hereof and subsequently share with us the copy of resignation acceptance letter issued to you by your present employer.

On your first day of employment, you will need to submit the documents / details as set out in the attachment of this mail and present them to the HR contact.




Principal Incharge
St. Mira's College for Girls

Poonawalla Fincorp Limited
(Formerly known as Magma Fincorp Limited)
CIN: L51504PN1978PLC209007

Registered Office: 601, 6th Floor, Zero One IT Park, Survey No. 79/1, Ghorpadi, Mundhwa Road, Pune - 411036
T: +91 020 67808090 | E: info@poonawallafincorp.com | W: www.poonawallafincorp.com

Private & Confidential

Date : 17/09/2022POONAM SURBEER SINGH NEGISHANTHI NIWAS SRY NO.2/1/1A GAIKWADNAGAR SHIVMUDRA COLONY ,DIGHI, MAHARASHTRA -411015**APPOINTMENT LETTER**Dear POONAM SURBEER SINGH NEGI,

Subsequent to the meetings between Concentrix Daksh Services India Private Limited (hereinafter, 'Concentrix'/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job profile, would be Advisor I, Chat Support. Any change in your Social Job Title/ Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be Pune.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 20/09/2022 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) before 19/09/2022 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at aysha.sayyed@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.4

Concentrix Daksh Services India Private Limited

Registered Address: Hindustan Times House, Level 10, K G Marg, Connaught Place
New Delhi- 110001, India

91 11 68137745

CIN: U72200DL1999PTC102972

info@concentrix.com • www.concentrix.com


Principal Incharge
St. Mira's College for Girls

1.5 As per Company regulations you are required to furnish before joining, documentary proof of your last drawn salary, educational qualifications and work testimonials and also that you are free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date. (Document Checklist)

2. Terms and Conditions:

2.1 Valid Passport:

(A) Comp Grade 12 & 11: Clause 2.1.1

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. If you do not hold a valid passport on the date of joining, you must apply for a passport and submit copy of your passport within 180 days from your date of joining. Failure to do so may lead to termination of your employment.

(B) Comp Grade 10: Clause 2.1.2

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. In the absence of a valid passport, proof of having applied for passport should be submitted on the day of joining and a copy of your valid passport should be submitted within 90 days from date of joining. Failure to do so may lead to termination of your employment.

2.1.3 If you are not an Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in India for the duration of your employment (unless you are permanently transferred to an office outside India).


2.2 While in the employment of the Company, you may be required to undergo mandatory on-the job training/s as per applicable policies and procedures of the Company, at the end of which an assessment may be conducted. If you do not clear the assessment then the Company reserves a right to either:

- a) Require you to undergo another training program; or
- b) Offer you a transfer to an alternate process (which may have a reduced pay structure) if declared "Not Suitable" for the process you were originally hired for. Please note that in the event of you not consenting to the transfer to the alternate process or to the reduced pay structure your services may be terminated; or
- c) Terminate your services.

2.3 The compensation offered to you is based on your employment history credentials including your prior work experience, the type of industry and compensation offered to you by the previous employer. If you are unable to produce documentary evidence (Please see the Document Checklist in the Annexure) to substantiate the same, your compensation shall be modified and the compensation offered in this Appointment letter shall no longer be valid.

2.4 Your employment with the company shall at all times be subject to the receipt of satisfactory reference / verification checks, which may include criminal, financial and any other background checks as required by the Company based on its business requirements. The Company will terminate your employment in the event of an unsatisfactory background check. In the event of negative background verification, the company at its sole option,




Principal Incharge
St. Mira's College for Girls

Signature of Candidate
CNX/REC/ART/AGHR/AFTE/6.4

7. The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.
8. Your continuance in employment is subject to your maintaining clean criminal and financial records.
9. Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.
10. You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
11. Female employee will be eligible for all the benefits, as applicable under the provisions of the Maternity Benefit Act, 1961, and the Rules made there-under, as amended from time to time.
12. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

It is highly recommended that before you begin your journey with Concentrix, please visit the website www.concentrix.com. The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Concentrix, we're changing the world every day and we will be delighted to have you as part of our team.

Please sign the copy of this offer letter and return it to us as an indication of your interest in joining us on the given date. Please note that your employment stands confirmed only after you complete your joining formalities on the reporting date. This offer is liable to be withdrawn based on business requirements at any time prior thereto.

The terms of this offer are strictly confidential between you and the Company.

Yours sincerely,

Signature Not Verified

Digitally signed by DS CONCENTRIX DAKSHI SERVICES INDIA PRIVATE LIMITED

Date: 2022.09.17 21:13:11 +05:30
Reason: Concentrix Hiring
Location: Pune



Authorized Signatory (Please Sign above)

I agree to accept employment on the above-mentioned terms and conditions. I will report for duty on 20/09/2022.

Candidate Name : POONAM SURBEER SINGH NEGI _____

Candidate's Signature : _____

Date : _____




Principal Incharge
St. Mira's College for Girls

CNX/REC/ART/AGHR/AFTE/6.4

Name :	POONAM SURBEER SINGH NEGI
Designation :	Representative, Operations
Comp Grade :	12

Annexure - A

01	Assured Gross Salary	Monthly	Annual
	Basic Salary	Rs. 12,967	Rs. 155,600
	House Rent Allowance	Rs. 1,247	Rs. 14,962
	Employer's contribution to ESI ***	Rs. 550	Rs. 6,605
	Employer's contribution to PF ***	Rs. 1,556	Rs. 18,672
	Statutory Bonus/Bonus****	Rs. 2,723	Rs. 32,676
	Total Assured Gross	Rs. 19,043	Rs. 228,516
02	Variable Earnings*****	Monthly	Annual
	Monthly Incentive Maximum	Rs. 2,000	Rs. 24,000
	Variable Earnings [Minimum]	Rs. 0	Rs. 0
	Variable Earnings [Maximum]	Rs. 2,000	Rs. 24,000
03	Gratuity***	Rs. 624	Rs. 7,484
04	Earning Potential [1 + 2 + 3]	Monthly	Annual
	CTC with variable earnings at minimum	Rs. 19,667	Rs. 236,000
	CTC with variable earnings at maximum	Rs. 21,667	Rs. 260,000

*****Statutory Contributions :**

All Statutory Contributions / Deductions [Only to the extent applicable] will be made and deposited with relevant authorities as per the statutory requirements. All applicable tax liability will be borne by the employee as per relevant statutory tax rules.

Gratuity will be governed by the Payment of Gratuity Act, 1972 (as and when ammended)

******Statutory Bonus/ Bonus :**

This is in adherence to the statutory amendments as applicable & is payable monthly through the payroll.

*******Variable Earnings :**

This forms a part of the variable pay programs and is as per the defined Company Policies. The management reserves the right to modify/ amend/ withdraw/ continue with the plans at its discretion. Performance Bonus is subject to individual performance and shall be paid - monthly/quarterly/annually as defined in the program subject to your meeting the criteria set for specific process where you have been deployed for that period. Performance Bonus and/or any other performance related incentive(s) paid will be adjusted against Statutory Bonus payable as per the Payment of Bonus Act as applicable at the time of payment.

Additional Benefits :

Hospitalization, Life Insurance and Accident Coverage as per applicable Company Policies.

This is an information statement only that does not create a contract or any legal rights. Your compensation and the various constituents are governed by the terms of Concentrix Daksh Services India Private Limited compensation plans and programs, which may be changed or withdrawn at the sole discretion of Concentrix Daksh Services India Private Limited, based on company policy and applicable law. If you believe the data shown is inaccurate, please notify your manager. This statement contains personal information, please handle appropriately.

Yours Sincerely,

Signature Not Verified

Digitally signed by DS CONCENTRIX DAKSH SERVICES INDIA PRIVATE LIMITED 4
 Date: 2022.09.17 21:13:17 +05:30
 Reason: Concentrix Hiring
 Location: Pune



Authorized Signatory

Concentrix Daksh Services India Private Limited

I agree to accept employment on the mentioned terms and conditions.

Name: POONAM SURBEER SINGH NEGI

Date [DD/MM/YY] : _____

Signature of Candidate _____

CNX1/REC/ART/NSLAX/FT121110/32.0



Jb
 Principal Incharge
 St. Mira's College for Girls

Name :	POONAM SURBEER SINGH NEGI
Designation :	Representative, Operations
Comp Grade :	12

Annexure - A

01	Assured Gross Salary	Monthly	Annual
	Basic Salary	Rs. 12,967	Rs. 155,600
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	Employer's contribution to PF ***	Rs. 1,556	Rs. 18,672
	Statutory Bonus/Bonus****	Rs. 2,723	Rs. 32,676
	Total Assured Gross	Rs. 19,043	Rs. 228,516
02	Variable Earnings*****	Monthly	Annual
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	Variable Earnings [Minimum]	Rs. 0	Rs. 0
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03	Gratuity***	Rs. 624	Rs. 7,484
04	Earning Potential [1 + 2 + 3]	Monthly	Annual
	CTC with variable earnings at minimum	Rs. 19,667	Rs. 236,000
	CTC with variable earnings at maximum	Rs. 21,667	Rs. 260,000

*****Statutory Contributions :**

All Statutory Contributions / Deductions [Only to the extent applicable] will be made and deposited with relevant authorities as per the statutory requirements. All applicable tax liability will be borne by the employee as per relevant statutory tax rules.

Gratuity will be governed by the Payment of Gratuity Act, 1972 (as and when amended)

******Statutory Bonus/ Bonus :**

This is in adherence to the statutory amendments as applicable & is payable monthly through the payroll.

*******Variable Earnings :**

This forms a part of the variable pay programs and is as per the defined Company Policies. The management reserves the right to modify/ amend/ withdraw/ continue with the plans at its discretion. Performance Bonus is subject to individual performance and shall be paid - monthly/quarterly/annually as defined in the program subject to your meeting the criteria set for specific process where you have been deployed for that period. Performance Bonus and/or any other performance related incentive(s) paid will be adjusted against Statutory Bonus payable as per the Payment of Bonus Act as applicable at the time of payment.

Additional Benefits :

Hospitalization, Life Insurance and Accident Coverage as per applicable Company Policies.

This is an information statement only that does not create a contract or any legal rights. Your compensation and the various constituents are governed by the terms of Concentrix Daksh Services India Private Limited compensation plans and programs, which may be changed or withdrawn at the sole discretion of Concentrix Daksh Services India Private Limited, based on company policy and applicable law. If you believe the data shown is inaccurate, please notify your manager. This statement contains personal information, please handle appropriately.

Yours Sincerely,

Signature Not Verified

Digitally signed by DS CONCENTRIX DAKSH SERVICES INDIA PRIVATE LIMITED 4
 Date: 2022.09.17 21:13:17 +05:30
 Reason: Concentrix Hiring
 Location: Pune



Authorized Signatory

Concentrix Daksh Services India Private Limited

I agree to accept employment on the mentioned terms and conditions.

Name: POONAM SURBEER SINGH NEGI

Date [DD/MM/YY] : _____

Signature of Candidate : _____

CNX1/REC/ART/NSLAX/FT121110/32.0




 Principal Incharge
 St. Mira's College for Girls

To,
Miss. Ramita Shetty,
Survey No119 Kashid Chawl Alandi Road, Vishal Parisar Kalas Pune Pune 411015 Maharashtra,
23 Aug 2022

Welcome aboard! We are pleased to have you join us as **Customer Service Associate- Voice.**

At Teleperformance, we are committed and passionate to deliver outstanding customer experience with every single opportunity. We are thrilled to have you with us and look forward to your contribution.

Yours Sincerely,
Preeti Shirke
Head Recruitment | Teleperformance




Principal Incharge
St. Mira's College for Girls

Date: September 05, 2022

Emp Temp Code: 1421518805

Rupali .

Village Karauta Post Chero, Harkhouli, Deoria - 274509,
Uttar Pradesh, India

Contact No: +919561776391

Letter of Appointment

Dear Rupali,

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be **Grade I** and you will be designated as **Customer Care Executive**. You are required to report for duties on **September 05, 2022 ("Joining Date")** at **9:30 AM** or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions:

1. Your remuneration is detailed in the enclosed **Annexure I**. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
3. The Company's business operates on a **24x7** basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the *Working Hour & Attendance Policy*. By accepting and signing this letter you affirm your willingness to abide by this requirement.
4. While your initial place of posting will be at an agreed place/Company's Office/Site at **Jaipur**, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the *Transfer Policy* of the company. In the event of you being deputed overseas for training and operations you will be require to and shall sign all required documentation as per the rules, regulation and policies of the Company.
5. Your appointment will be on probation for a period of **six months** from the date of your joining the Company or for an extended period of time ("**Probation Period**") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than **30 Days** ("**Notice Period**") prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide **30 Days** prior written notice to the Company, and the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).




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St. Mira's College for Girls

In case of violation of any policies, procedures or rules of the Company or any other act of misconduct including but not limited to improper behaviour, theft or fraud, your services are liable to be discontinued without Notice Period or without payment in lieu of Notice Period.

7. You agree that this employment is conditional upon you successfully clearing the training as required. In the event of your in-ability to clear the training, the Company may relieve you of your duties with immediate effect without Notice Period or without payment in lieu of Notice Period.
8. You are employed as a permanent employee of the Company and are therefore not permitted to undertake any other employment or engage in any commercial activities, outside the Company, either honorary or otherwise, without prior written approval of the Company.
9. You are required to maintain the highest order of discipline and secrecy about the work of the Company and/or its subsidiaries or associate companies and in case of any breach of trust/discipline, your services may be discontinued by the Company with immediate effect without notice period or without payment in lieu of notice period.

You are required to always maintain the highest standard of confidentiality towards Company information which includes but not limited to documents, files, records, customer details, project plans, strategies, developments, execution process, contracts, billing information, quality metrics, financial information about the Company etc. relating to business of the Company, which is proprietary to the Company and / or its clients and other information relating to the business of the Company which may be known, provided or confided to you ("**Confidential Information**"). You will not divulge or use such Confidential Information other than to fulfil your duties as an employee of the Company and while ensuring the best interests of the Company. Under no circumstances will you disseminate information regarding the affairs or business matters of the company or information regarding its customers without proper authorization and / or prior written approval. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be Confidential Information. Upon ceasing to be an employee of the Company, you shall immediately return any records, documents and other information of the Company which are in your possession and shall not retain or transmit any copies (electronic or otherwise) of the same. You will be required to sign a separate confidentiality agreement along with this letter and may be required to sign further confidentiality agreements as may be required by the Company. The Company acknowledges that individual marketing packages, Web sites, and other communications that have been developed for a client and have been placed in the "public domain", once distributed to the public may be no longer subject to client confidentiality provisions.

10. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all the Company's current rules, regulations, policies and procedures, including **Global Essential Compliance & Security Policies and Social Media Policy** as may be in force from time to time and as may be notified and displayed. You will be bound by the existing and new security rules, regulations and policies of the Company, including physical frisking (pat down) process wherein, a search would be conducted of outer clothing to detect any concealed prohibited articles. All policies mentioned in this letter, as well as others, are available on the Company intranet and may be changed/modified, at the Company's discretion. You are required to keep yourself updated with the Company's policies.
11. The Company shall have the right to vary, delete, and modify these terms and conditions of employment.
12. You will automatically **retire** from the services of the Company on the last day of the calendar month in which you attain the age of **Fifty-Eight years**. Your date of birth as per official records is **April 19, 2000**.
13. You are required to make a full and complete disclosure of any issues in past employment records, any relationships or dealings you have or propose to have/ enter into directly or through any of your relatives or family members, with any of the Company's agent, dealers, vendors, suppliers, subcontractors or the like by whatever name called.




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14. This appointment is subject to satisfactory verification of your credentials, character, antecedents and testimonials as provided in your application to the Company and your curriculum vitae. All cost incurred for such verification will be borne by the Company. If it is found at any time that you have made any false statements or suppressed any material information, it shall lead to immediate discontinuation of your employment with the Company without any notice or compensation.
15. You agree to undergo a drug test or any other medical/fitness test including breath analyzer, as asked for and at such a place and location as advised by the Company during the course of your employment. In the event you become unfit for performance of your assigned duties; you shall be liable to be discharged from the services without any notice.
16. You hereby consent to share your payroll, personal and employment related data for processing and review outside of the country, subject to adherence to applicable law.
17. Your address as provided by you in the employment forms shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been sufficiently served upon you.
18. You are required to return the duplicate copy of this letter and report to work on or before the date of joining specified above. In the event you do not do so, it shall be deemed that you are not interested in this offer/appointment and this letter shall stand automatically withdrawn with effect from the Joining Date.

If the above terms and conditions are acceptable to you, please sign on each page and return the duplicate copy of this letter as a token of your acceptance of this Letter of Employment.

Welcome to **Teleperformance** and here's wishing you a rewarding career.

Yours Truly,
For CRM Services India Private Limited,



Preeti Amit Shirke
Senior Vice President - Talent Acquisition

I, **Rupali .**, residing at **Village Karauta Post Chero, Harkhouli, Deoria - 274509, Uttar Pradesh, India** do hereby accept the terms and conditions in this letter.

Employee Signature	Accepted On 01 Sep 2022 rupaliupadhyay1234@gmail.com
Employee Name	Rupali .

Enclosures:

1. Compensation/ Salary details (**Annexure I**)
2. Non-Disclosure- Declaration and Undertaking (**Annexure II**)
3. Personal Data- Declaration (**Annexure III**)
4. Work from Home- Declaration, applicable under WAHA-[Work at Home] (**Annexure IV**)

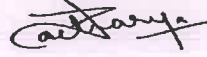
NOTE: For purposes of brevity and ease of reading, the term "the Company" or the term "Teleperformance" (wherever it appears in this letter) means Teleperformance.




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Emp Temp Code : 1421518805

Annexure I
Compensation Details

Employee Name:	Rupali .
Designation:	Customer Care Executive
Grade:	Grade I
Date Of Joining:	September 05, 2022
City:	Jaipur
Pay Components	Amount in Indian (INR)
Basic Pay	13,065.00
Housing Rent Allowance (HRA)	₹ 7,839.00
Transport Allowance	0.00
Flexible Benefit Plan	0.00
Statutory Bonus#	1,400.00
Gross Fixed Salary (1)	22,304.00
Provident Fund (Employee) (2)	1,568.00
ESIC (Employee) (3)	0.00
Net Take Home [1-(2+3)]	20,736.00
Provident Fund (Employer) (4)	1,568.00
ESIC (Employer) (5)	0.00
Gratuity* (6)	628.00
Total Fixed Cost (1+4+5+6)	24,500.00
Annual Fixed CTC	294,000.00
Annual Performance Pay**	0 % of Annual Fixed CTC
Annual Performance Linked Incentive (PLI)	30,000.00
For CRM Services India Private Limited,	
 Preeti Amit Shirke Senior Vice President - Talent Acquisition	
<p>*Gratuity shall be payable as per "The Payment of Gratuity Act".</p> <p>**Performance Pay will be payable subject to assessed performance achievement level, the pay-out criteria and the frequency, as per the "Performance Pay policy/ note.</p> <p>#Statutory Bonus is paid monthly as per "The Payment of Bonus Act".</p>	

- All Reimbursements will be paid as per prevailing Income Tax rules and company policies in effect
- The above compensation will be subject to Income Tax regulations in force from time to time.
- The above compensation is subject to deduction towards Medi-claim Insurance, transport, if/as applicable and any other statutory deduction/contribution including Professional Tax, labour
- Any Incentive payable, as part of the compensation structure or otherwise, shall have a "Minimum Attendance Threshold/Performance" as qualifying criteria for such payout.



Employee Signature	Accepted On 01 Sep 2022 rupaliupadhyay1234@gmail.com
Employee Name	Rupali .


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Annexure III

Personal Data - Declaration

Article I.

I **Rupali** . hereby certify that all statements made on the **Employment Application Form**, my **Curriculum Vitae** or **during my interviews** with the Company are **true and complete**. I understand that any omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

I further understand that I shall be bound by the existing and new rules, regulations and policies of the Company including those related to Frisking (Pat Down) process wherein, a search would be conducted of outer clothing to detect any unauthorized / prohibited articles.

I confirm that I have voluntarily furnished my personal information to the Company and the Company shall be free to use such information and all other information that I may provide at any time hereinafter. The Company may share such information in connection with my employment and other related matters, as deemed fit and necessary by the Company.

I recognize that in connection with employment with Teleperformance, I may be the subject of a background enquiry and drug test by the company or its representative, and I hereby authorize the same. I also authorize the Company to take action including penal action against me in case any fact is found contrary to what has been stated by me in the application form mentioned herein above.

I do hereby declare that I will immediately report to my Line Manager or HR team in case of "**Change to Circumstances**", within **48 hours** of me becoming aware of such "**Change to Circumstances**" which may arise due to the following:

- a) I am found guilty of a criminal offence / is under police caution or investigation;
- b) There is a change in my legal right to work / work status; and
- c) There are any adverse credit judgments against me.
- d) Change in personal status like name change / marital status / permanent or current address change etc.

Executed this _____ day of _____ 20____



Temp Emp Code	1421518805
Employee Signature	Accepted On 01 Sep 2022 rupaliupadhyay1234@gmail.com
Employee Name	Rupali .


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Date: Jul 13, 2022
Offer No : QS2671064

SAI SUHAS KACHARE
D/O SUHAS KACHARE, SR NO. 38/A , SHINDE VASTI, NEAR SHANKAR
NAGAR, KESHAVNAGAR, MUNDHWA, VTC, PUNE-411036
PUNE 400012
MAHARASHTRA

FIXED TERM EMPLOYMENT CONTRACT

Dear **SAI SUHAS KACHARE**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to Client site under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JUL 18, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of India as and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from JUL 18, 2022 to NOV 30, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for

Kachare

Quess Confidential
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Offer No : QS2671064

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QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE:
Open the camera on your smart phone and scan



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



9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**

Tej Hans Raj Singh
COO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....



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Offer No : QS2671064

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QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



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Compensation Sheet

Offer No: **QS2671064** Associate Name: **SAI SUHAS KACHARE**
 Designation: **Contract Employee** Location: **PUNE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	12650	151800
House Rent Allowance	622	7464
Statutory bonus	1054	12648
Gross Salary	14326	171912

Employer's Contribution		
Employer esi	466	5592
Employer Provident Fund	1645	19740
Insurance	160	1920
Total Contribution	2271	27252
Cost to Company: (CTC)	16597	199164

Deduction: (Subjected to change)		
Employee Esi	108	1296
Provident Fund	1518	18216
Professional Tax	200	2400
Total Deduction	1826	21912
Net Take Home	12500	150000

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card
- Get Easy Access to Quess helpline

Kachare

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Offer No : QS2671064

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QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



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 Open the camera on your smart phone and scan



JK
Principal Incharge
St. Mira's College for Girls



Date: 14 Jul 2022

Ms Ragini Gupta
Chandan Nagar Bypass nagar

rd 411014

Employee No: 2509215
Dear Ms Ragini Gupta

Appointment Letter

We are pleased to appoint you in our organization as Associate subject to the following terms and conditions:

1. Your contract will commence from 14 Jul 2022 and expire on 14 Oct 2022 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 14 Jul 2022 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.


8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to



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ID: TL/40B3FF4E89

TeamLease Services Limited., CIN No. L74140KA2000PLC118395
Registered Address: BMTc Commercial Complex, 6th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph (91-80) 33002345, Fax (91-80) 33243001 www.teamlease.com


Principal Incharge
St. Mira's College for Girls



make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 9th of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to TeamLease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

(Authorized Signatory)

Signature and date:

Name: PAGINI GUPTA



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(Authorized Signatory)

NAME: RAJINI SURIYA

Salary Annexure

Employee No: 2509215

Particulars	Amount
Basic	15000
House Rent Allowance	6980
Employer PF Contribution	1800
Insurance	67
Statutory Bonus	1054
Employee Compensation	46
Total Amount	24947
Amount In Words(Rs)	Twenty Four Thousand Nine Hundred Forty Seven Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	15000
House Rent Allowance	6980
Statutory Bonus	1054
Gross Earnings	23034
DEDUCTIONS *	
Employee PF	1800
Professional Tax	200
Total Deduction	2000
Net Salary	21034

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://tconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.



Jk
Principal Incharge
St. Mira's College for Girls

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.100000/- (One Lakh Rupees)** per annum, payable on a monthly basis, in arrears. The next revision of your compensation shall be in accordance with the merit review cycle and shall be 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.100000/- (One Lakh Rupees)** per annum. The aforesaid part of CTC shall include Employer's share of contribution under the Provident Fund scheme of the Firm, which shall be subject to your entitlement and the policy of the Firm and would depend on the allowances to be chosen out of the allowances / perquisites as detailed in the People Handbook.

B. Other Entitlements

Your other entitlements, as may be determined in accordance to the Firm's Policy as applicable from time to time, shall be as follows:


1.

Signature Not Verified
MOHIT MOHANTY / ECHINORWA

Annual Increments

30.09.2022 16:12

Firm is under no obligation to increase the annual fixed salary.


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St. Mira's College for Girls



Any increment shall be decided at the Firm's sole and absolute discretion and shall be subject to such policies/procedures as may be made applicable by the Firm from time to time.

As per the prevalent policy, any employee joining on or before 30 September of the ongoing performance year, will be eligible to be considered for annual fixed salary increase (increment), subject to his/her rating in respect of the relevant performance year and being in active employment (and not serving notice) of the Firm on the date of issuance of the increment letter.

Any employee joining on or before 31 December of the relevant performance year, will be eligible to be considered for the year-end review and performance incentive, subject to his/her rating in respect of the relevant performance year and being in active employment (and not serving notice) of the Firm on the date of disbursement of performance incentive.

2. Performance Linked Bonus

Firm is under no obligation to operate a bonus scheme and matters such as entitlement to performance bonus shall be decided at the Firm's sole and absolute discretion and shall be subject to such policies/procedures as may be made applicable by the Firm from time to time.

Subject to the above, you will be part of the performance linked bonus plan of the Firm. Under this plan the bonus payable will be calculated as per the Firm's policy.

This amount is pro-rated depending upon the actual date of joining during the Firm's financial year. The performance bonus (if any) will be payable solely based on you being in active employment of the Firm and not serving notice on the date of disbursement.

Payment of the aforesaid performance bonus shall be subject to the policies and/or procedures of the Firm as existing on the date of

Signature Not Verified
MOHIT KUMAR

30.09.2024



Principal Incharge
St. Mira's College for Girls

**ANNEXURE 1
INDICATIVE COST-TO-COMPANY PLAN**

Simita Yadav
KPMG Assurance and Consulting Services LLP

Compensation Category	Monthly (in INR)	Annual Target Earning (in INR)	Annual Maximum Potential Earning (in INR)
i) Basic Salary	8333	100000	100000
ii) Flexible Compensation	6547	78568	78568
iii) Employer Contribution to Provident Fund	1786	21432	21432
a) Fixed Compensation along with Employer's Contribution to Provident Fund (Annual) (i+ii+iii)	16666	200000	200000
b) Gratuity	401	4808	4808
c) Insurance Premium#		13967	13967
d) Performance Linked Bonus		22000*	44000**
Total Cost to Company (Annual) (a+b+c+d)		240775*	262775**

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.

#Insurance Premium is only indicative and the actual may vary

PERFORMANCE LINKED BONUS

You will be part of the performance linked bonus plan of the Firm. Under this plan, the bonus payable will be calculated on the basis of your Individual performance and the performance of the Business Unit and Firm during the fiscal year i.e. April through March.

*This is the target performance bonus ("Target Performance Linked Bonus") which shall be payable subject to you achieving the target performance and the achievement of target by your business unit and the Firm.

**This is the potential performance linked bonus (i.e., maximum of two (2) times your Target Performance Linked Bonus), which you may earn, upon exceptional performance of the business unit, Firm and you.

The terms of the performance linked bonus plan are subject to periodic re-evaluation and modifications by the



Principal Incharge
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Appointment Letter

Date: 18th July 2022

To
Anushka Malvekar

Dear Anushka,

We are pleased to offer you an appointment with Vartemis Consulting Services (the "Company") for the position of "Associate Recruiter" with a start date of 18th July 2022.

Your total compensation will be **1,80,000** in INR per annum effective from your date of joining.

1. **Holidays:** Holiday year runs from 01st Jan - 31st Dec. You will be entitled 1.5 leaves a month, that totals to 15 casual leaves in a year.
2. **Notice Period:** You should give an advance 60 days' prior written notice before terminating the employment. Your signature at the end of this letter confirms the conditions of your employment.
3. As an employee of Vartemis Consulting Services, It is likely that you will be working on confidential and or proprietary information related to the operations and services of Vartemis and its clients. To protect the interests of both Vartemis and its clients, all employees are required to read and sign an Employment Agreement prior to beginning of employment.
4. This offer is contingent on Vartemis Consulting Services; verifying the accuracy of the information provided by you. With regard to this, you authorize Vartemis to investigate your references, work records, education and other matters pertaining to your employment and background.

To accept this offer, please sign this letter in the space provided below and return it to the recruiting team. A second copy has been provided for you to keep for your records. This offer will remain valid until **July 18, 2022**.

I hope this will mark the beginning of a very exciting journey for you and I am sure you'll make the most of this opportunity.

Signed: For Vartemis Consulting Services


Dheera J Ture
Chief Executive Officer

Signed:



Anushka Malvekar




Principal Incharge
St. Mira's College for Girls



Terms and Conditions of Employment/Employment Agreement

Vartemis Consulting Services is offering you employment on the terms and conditions given as under:

1. Introduction

Our offer of employment is based on the particulars, information and declarations provided by you. If at any time it is observed that the information provided by you is false or misleading or there is any concealment of facts by you, the Company reserves the right to immediately terminate your employment.

2. Employment

During your service with Vartemis Consulting Services, you will diligently and faithfully serve the organization. Subject to this agreement, you agree to devote the whole of your time, attention and skill to this employment during normal working hours and at such other times as may be reasonably necessary, and shall faithfully and diligently perform such duties as from time to time may reasonably be assigned by the manager and shall with care serve the organization.

You will not, during the continuance of employment, undertake or carry on, either or in partnership, nor be directly or indirectly employed or concerned with as principal agent, or otherwise in any business, trade or profession whatsoever. You fully devote your time and attention to your duties with us.

It is mutually agreed that the employee shall observe work rules, instructions and directions as may be from time to time be given to employees by the organization.

3. Probation

As a new employee, you will be placed on a six (6) months probationary period, during which time your progress will be reviewed. During this period either you or the Company may terminate this agreement by giving four (4) weeks' notice to the employee.

The Company will review your performance before the end of the probationary period, and if your performance has been satisfactory then you will be confirmed as a permanent employee. If not, then your employment will be terminated.

After the probation period, the Company's usual notice period (60 Days), will apply.

No leaves will be granted during the probation period.

4. Leaves and Public Holidays

- You would be eligible for 15 days of leave per month for every calendar year.
- Candidates joining after 15th of a month will not be eligible for any leaves for that particular month.

Public / festival holidays would be as per the organization policy.




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GST Number: 27ABHFA7287M1ZK
MSME Registration No: UDYAM-MH-26-0050428
PAN: ABHFA7287M

Maharashtra - 411014
Email Id: ar.minds.pune@gmail.com
Contact Number - 9422253451

APPOINTMENT LETTER

Date: - 18 Aug; 2022

To,
Diksha Raut
Sr.No 50/11, Mahadev Nagar,
Vadgaonsheri,
Pune - 411014.

Dear Diksha,

This is with reference to the subsequent discussion you had with us on 17th August 2022, on following terms and conditions.

1. Date Of Joining - 18th August, 2022

2. Designation - Accountant

3. Job location :- New Airport Road, Viman Nagar, Pune

4. Working Hours :- The working days will start normally from Wednesday and end on Monday. The working hours will be 12am to 4pm.

5. Salary :- Your salary will be Rs. 6,000/- per month.

We congratulate you on your appointment and wish you a long career with us. We assume you have a long career with us. We assure you a great journey and get our full support for your professional growth and development.

Sincerely
AR.Minds.



(Handwritten signature)



(Handwritten initials)



Kirti Nimbalkar 14/7/2021
to me, Bhaskar, Shruti ▾



Dear Kirthi Patil

!!! Warm Welcome to the Malomatia family !!!

We are delighted to extend you the offer of employment for the role of **Customer Care Representative**.

Your role is critical to us and we believe that your skills and innovative ideas will make a significant contribution to the overall success of Malomatia. We wish you a long, successful career with us.

We assure you that at Malomatia you will always be inspired to build what's next, and your career will never stand still as we navigate further together.

Once again we welcome you to be part of our family. We look forward to working with you and wish you success in your career with us.

Kindly acknowledge the acceptance of this offer letter, for further documentation and information to various departments.




Principal Incharge
St. Mira's College for Girls

Thanks & Regards



TAX & INDUSTRIAL CONSULTANT

Office No.-203, 2nd Floor,
Yadav Vyapar Bhavan
602 Shukrawar Peth,
Near Mamledar Kacheri,
Pune-411 042.
Mob.: 9822814634, Ph.(o)24477886
E.mail.:siddhiconsultancy18@gmail.com

Date - 22/09/2022

Appointment Letter

Miss. Mrunali Mandhare

105 ganesh peth, Opp.police chawki

Pune 411002.

Subject:- Letter of Appointment

Dear Mrunali,

We Are Pleased to offer you Of Account Executive with Siddhi Consultancy, Shukrawar Peth Dated on 22/09/2022.


Your Salary Of each month 6000/- will be given by cheque. Your roles and responsibilities are attached with T&C or employment.

We wel-come you and look forward to receiving your acceptance and to working with the organization.

Best Regards,

For Siddhi Consultancy




Principal Incharge
St. Mira's College for Girls



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20229466014/Pune/BPS/BTN
Date: 20/10/2022

Ms. Payal Anil Patil
 L-21, Room No.81, M.H.Board
 Jail Road
 Lumbini Garden
 Pune-411006
 Maharashtra
 Tel# 91-8600518194

Dear Ms. Payal Anil Patil,

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.



JK
 Principal Incharge
 St. Mira's College for Girls

Private and Confidential
 TCSL/DT20229466014

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

Appointment Letter

Date: 18th July 2022

To
Saroj Choudhary

Dear Saroj,

We are pleased to offer you an appointment with Vartemis Consulting Services (the "Company") for the position of "Associate Recruiter" with a start date of 18th July 2022.

Your total compensation will be 1,80,000 in INR per annum effective from your date of joining.

1. Holidays: Holiday year runs from 01st Jan - 31st Dec. You will be entitled 1.5 leaves a month, that totals to 15 casual leaves in a year.
2. Notice Period: You should give an advance 60 days' prior written notice before terminating the employment. Your signature at the end of this letter confirms the conditions of your employment.
3. As an employee of Vartemis Consulting Services, it is likely that you will be working on confidential and or proprietary information related to the operations and services of Vartemis and its clients. To protect the interests of both Vartemis and its clients, all employees are required to read and sign an Employment Agreement prior to beginning of employment.
4. This offer is contingent on Vartemis Consulting Services; verifying the accuracy of the information provided by you. With regard to this, you authorize Vartemis to investigate your references, work records, education and other matters pertaining to your employment and background.

To accept this offer, please sign this letter in the space provided below and return it to the recruiting team. A second copy has been provided for you to keep for your records. This offer will remain valid until July 18, 2022.

I hope this will mark the beginning of a very exciting journey for you and I am sure you'll make the most of this opportunity.

Signed: For Vartemis Consulting Services

Signed:

Dheeraj Ture
Chief Executive Officer

Saroj Choudhary




Principal Incharge
St. Mira's College for Girls

Terms and Conditions of Employment/Employment Agreement

Vartemis Consulting Services is offering you employment on the terms and conditions given as under:

1. Introduction

Our offer of employment is based on the particulars, information and declarations provided by you. If at any time it is observed that the information provided by you is false or misleading or there is any concealment of facts by you, the Company reserves the right to immediately terminate your employment.

2. Employment

During your service with Vartemis Consulting Services, you will diligently and faithfully serve the organization. Subject to this agreement, you agree to devote the whole of your time, attention and skill to this employment during normal working hours and at such other times as may be reasonably necessary, and shall faithfully and diligently perform such duties as from time to time may reasonably be assigned by the manager and shall with care serve the organization.

You will not, during the continuance of employment, undertake or carry on, either or in partnership, nor be directly or indirectly employed or concerned with as principal agent, or otherwise in any business, trade or profession whatsoever. You fully devote your time and attention to your duties with us.

It is mutually agreed that the employee shall observe work rules, instructions and directions as may be from time to time be given to employees by the organization.

3. Probation

As a new employee, you will be placed on a six (6) months probationary period, during which time your progress will be reviewed. During this period either you or the Company may terminate this agreement by giving four (4) weeks' notice to the employee.

The Company will review your performance before the end of the probationary period, and if your performance has been satisfactory then you will be confirmed as a permanent employee. If not, then your employment will be terminated.

After the probation period, the Company's usual notice period (60 Days), will apply.

No leaves will be granted during the probation period.

4. Leaves and Public Holidays

- a) You would be eligible for 1.5 days of leave per month for every calendar year.
- b) Candidates joining after 15th of a month will not be eligible for any leaves for that particular month.
- c) Public /festival holidays would be as per the organization policy.



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



PRIVATE AND CONFIDENTIAL

06/10/2022

Candidate ID: 7190
 Mrs. Sonali Jagtap
 Nanai niwas, 1st Floor, Awhalwadi
 Sai lila society
 Pune, Maharashtra - 412207

SUBJECT: Offer of Employment and Appointment Letter

Dear Sonali,

With reference to the recent meetings and discussions you have had with us, we are now pleased to make you an Offer of Employment with IGT Solutions Private Limited ("Company").

This Offer is made subject to and is conditional upon you meeting the following criteria:

A pre-employment screening check, including receipt of references to the satisfaction of the Company, as applicable.

Verification to the satisfaction of the Company of the information that has been provided to the Company during the course of your application process.

You are requested, to provide documentary proof to the Company that you are (and continue to be throughout your employment) in possession of the necessary permission to live and work in India. This includes satisfying the requirements of the government medical check, as applicable.

Every effort will be made to complete the Company's recruitment procedures before the date of your joining the Company. The checks/verifications listed above may be repeated at any time during your employment. If the checks listed above are not completed prior to the commencement of your employment and if you fail in any of the checks/verification performed, the Company may withdraw its Offer of Employment and Appointment Letter immediately and you will not be entitled to any pay in lieu of notice or any other compensation or damages.

If the checks are carried out while you are employed but do not return satisfactory results on account of misconduct, the Company may terminate your employment without notice or pay in lieu of notice, if you have been employed for less than one month, and/or by giving one week's notice if you have been employed for one month or more (subject to any greater notice period as may be required by law).


Registered Office
 Unit No. 1, Ground Floor, A Wing
 Business @ Mantri, Survey No.
 197/2+4 to 7B
 Lohegaon Nagar Road Pune,
 Maharashtra, 411014

IGT Solutions Pvt. Ltd.
 (Formerly known as InterGlobe Technologies Pvt. Ltd)
 2nd Floor, Infotech Center, Milestone 14/2,
 Old Delhi Gurgaon Road, Dhundahera,
 Gurugram - 122016, Haryana

T +91 124 458 7000
 www.igt solutions.com
 mktg@igt solutions.com

CIN U72300PN1998PTC187929




 Principal Incharge
 St. Mira's College for Girls



By accepting this offer, you consent to providing your Aadhar Card for the purposes of a) authentication; b) providing you with statutory dues like provident fund etc; b) proof of address, if applicable and c) background checks through Company personnel or third party vendor. In case you are unable to provide Aadhar card, you will immediately inform us the reason for the same.

Your appointment will be based on the following terms and conditions:

- 1. Appointment:** You will be designated as **Process Associate** with effect from **10/07/2022**. You will report to Practice Head or such other person as may be notified, from time to time, in writing to you by the Company. Your appointment is subject to your being found medically fit and a satisfactory verification of your qualification, references and background checks.
- 2. Compensation:** Your role is currently positioned in **Band 1C** and your monthly compensation and other benefits will be as specified in **Annexure 'A'**. You shall adhere to all policies framed by the Company and as amended from time to time. Further, you shall be liable for any income tax and all other applicable taxes arising out of payments received by you by way of remuneration as stated in this clause.
- 3. Probation and Confirmation:** From the date of appointment, you shall undergo 90 days of probation in the Company, which may be extended if so deemed necessary by the Company for such further period as it deems fit. If you successfully complete the probation period, either initial or extended as the case may be, the Company may in its sole discretion confirm your employment. On expiry of the aforesaid probation period, your employment with the Company would be deemed to be confirmed. During the probation period either party can terminate the contract of employment within 10 days' notice prior written notice without assigning any reasons thereof.
- 4. Notice Period and Termination:** Your appointment with the Company will be subject to termination with **30 days** notice or payment in lieu thereof. Should you desire to resign from the Company you shall provide the Company with a prior written notice of similar period of such resignation or payment in lieu thereof at the discretion of the Company. However, in case any disciplinary proceedings are either contemplated or pending against you, the Company shall have the right not to accept your resignation. If you desire to resign from your services hereunder, you shall, notwithstanding the provision with respect to payment in lieu of the notice as provided hereunder, make yourself available during all office hours, for such period from the date of tendering your resignation, as maybe required by the Company at its discretion in order to ensure smooth transition.
- 5. Retirement:** You shall retire upon attaining such retirement age as may be determined by the Company as per its policies from time to time. Upon such retirement, you shall cease to be an employee of the Company. The Company may, however, at its sole discretion, choose to extend the term of your employment for such further period as it may deem fit.

Registered Office
Unit No. 1, Ground Floor, A Wing
Business @ Mantri, Survey No.
197/2+4 to 7B
Lohegaon Nagar Road Pune,
Maharashtra, 411014

IGT Solutions Pvt. Ltd.
(Formerly known as InterGlobe Technologies Pvt. Ltd)
2nd Floor, Infotech Center, Milestone 14/2,
Old Delhi Gurgaon Road, Dhundahera,
Gurgaon - 122016, Haryana

T +91 124 458 7000
www.igt solutions.com
mktg@igtsolutions.com

CIN U72300PN1998PTC187929



Jh
Principal Incharge
St. Mira's College for Girls



18. Severability: It may be noted that in the event any one or more provisions of this Appointment Letter shall for any reason be held to be invalid, void or unenforceable by any court or governmental agency, the remaining provisions of this Appointment Letter shall remain in full force and effect and the invalid, unenforceable provision shall survive to the extent not so held.

Kindly sign and return a copy of this Appointment Letter to the under-signed as a token of your acceptance of the above terms

Wishing you every success in this assignment!

Yours Sincerely,

For and behalf of,
IGT Solutions Pvt. Ltd.

Vineet Gupta
Vice President – HR

cc: Personal file

Agreed and Accepted

I have carefully reviewed and considered the aforesaid contents including the terms and conditions contained herein and have fully understood, acknowledge and agree with the same. I hereby accept the terms and conditions stated hereinabove.

Name: Sonali Jagtap
Dated:

Registered Office
Unit No. 1, Ground Floor, A Wing
Business @ Mantri, Survey No.
197/2+4 to 7B
Lohegaon Nagar Road Pune,
Maharashtra, 411014

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Annexure 'A'
(Monthly compensation and other benefits)

Your Annual CTC is Rs. 216,000.00 for which the monthly calculation is given below:

COMPONENT	MONTHLY (IN RS.)	ANNUAL (IN RS.)	REMARKS
PAYROLL			
Basic	9,000.00	108,000.00	
HRA	5,987.00	71,844.00	
Special Allowance	0.00	0.00	
Ex Gratia (Statutory Bonus)	1,400.00	16,800.00	
TOTAL PAYROLL SALARY (A)	16,387.00	196,644.00	
Employee's Contribution			
Provident Fund	1,080.00	12,960.00	
ESIC	122.90	1,474.80	
EFW	25.00	300.00	
Total Deduction	1,228.00	14,736.00	
Take Home Salary	15,159.00	181,908.00	
Employer's Contribution			
Provident Fund	330.00	3,960.00	
Pension Fund	750.00	9,000.00	
ESIC	532.60	6,391.20	
Mediclaime	0.00	0.00	Self, Spouse & 2 Children
Total Salary	18,000.00	216,000.00	

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 Principal Incharge
 St. Mira's College for Girls



and you agree that Company or any of its holding company(ies), subsidiaries, affiliates and / or customers shall be free to seek any remedy under law including without limitation any temporary or permanent injunction and / or specific performance of this Agreement and/or the Appointment Letter in order to protect its rights hereunder, without limiting any other rights and remedies that Company or any of its holding company(ies), subsidiaries, affiliates and / or customers, may have.

10. The contents of this Agreement supersede any prior oral or written understandings with respect to the subject matter hereof between you and Company and constitutes the entire agreement between you and Company with respect to the subject matter hereof and no modification, amendment or waiver thereof shall be effective unless in writing and signed by both Parties.

Yours Sincerely,

For and on behalf of

IGT Solutions Pvt. Ltd.

Vineet Gupta
Vice President – HR

Agreed and Accepted

I have gone through the aforesaid contents including the terms and conditions contained herein and have fully understood, acknowledge and agree with the same. I hereby accept the terms and conditions stated hereinabove and agree to the same being incorporated as a part of my Appointment Letter.

Name: Sonali Jagtap

Date:

Registered Office
Unit No. 1, Ground Floor, A Wing
Business @ Mantri, Survey No.
197/2+4 to 7B
Lohegaon Nagar Road Pune,
Maharashtra, 411014

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Principal Incharge
St. Mira's College for Girls

DATE: 12 September 2022

CANDIDATE NAME: - VAISHNAVI THOPATE

COMPANY NAME: - KARIM PARBATANI AND ASSOCIATES

ADDRESS: - SHOP NO-3, VIMAN PRESTIGE SOCIETY, DATTA MANDIR CHOWK, NEAR AXIS BANK ATM, VIMAN NAGAR, PUNE 411014

SUB: - JOB OFFER LETTER FOR JR. ACCOUNTANT

DEAR CANDIDATE,

WE ARE VERY PLEASSED TO SEND YOU THIS OFFER LETTER TO WORK FOR OUR FIRM (KARIM PARBATANI AND ASSOCIATES) AS JR. ACCOUNTANT. YOUR DUTIES WILL BE TO HELP OUR DEPARTMENT OF ACCOUNTS IN ACCOUNTING FOR THE GIVEN PROJECTS WITHIN THE GIVEN TIME. YOU HAVE TO WORK HARD AND WITH ACCURACY TO COMPLETE THE TASKS OF THIS DEPARTMENT. YOU HAVE TO BE GOOD AT ACCOUNTING FOR THE SALARIES AND OTHER PAYMENTS.

WE ARE DELIGHTED TO SEND YOU THIS OFFER LETTER FOR THE JOB OF JR. ACCOUNTANT, WHICH YOU HAVE TO SIGN IN FRONT OF THE ISSUING AUTHORITY OF THIS LETTER ON THE FIRST DAY OF YOUR JOB.

THANK YOU,

REGARDS,



MR. KARIM PARBATANI

I VAISHNAVI THOPATE DO HERE BY ACCEPT THE OFFER LETTER AND WOULD LIKE TO WORK IN YOUR FIRM AS JR. ACCOUNTANT

VAISHNAVI

VAISHNAVI THOPATE





Aegis Customer Support Services Pvt. Ltd.
Old Floor, Building 7-A, Commercial,
Sambal Ashok Path, Kharwade,
Pune - 411006, Maharashtra, India
T: +91 20 6221 6227
www.startek.com

Date: 13th June, 2022

Ms. Aliya Shaikh
Pune

Dear Aliya,

Sub: Offer letter for the position of Executive-Operations

With reference to the interview you had with us, we are pleased to offer you the position **Executive in Band 5 (Executive-Operations Level)**. You will be initially posted at Pune.

Your position will carry total compensation of **INR 2,15,000/- (Two Lakh Sixteen Thousand Only)** per annum. A model breakup of your total compensation is enclosed as below. The detailed appointment letter will be issued to you at the time of your joining the company.

Compensation Components	Amount (INR Per Month)	Amount (INR Per Annum)
Basic Salary	10,856	1,30,272
House Rent Allowance	4,295	51,541
Bonus as per Payment of Bonus Act *	1,054	12,645
Provident Fund (Employer Contribution)	1,303	15,633
Employee State Insurance (Employer Contribution)	492	5,908
Total Cost To Company	18,000	2,15,000

* Payable quarterly by 10th July for 1st quarter (April, May & June), by 10th October for 2nd quarter (July, August & September), by 10th January for 3rd quarter (October, November & December), by 10th April for 4th Quarter (January, February & March) towards bonus payment in advance for every Financial Year.

Over and above the mentioned CTC, you will also have potential to earn a performance linked variable pay up to a maximum of Rs. 2,000 per month.

As agreed you will join our organization latest by 13th June, 2022. Kindly sign a copy of this letter as a token of your acceptance of the offer and return the same for our records. Kindly also convey the exact date of your joining the company.

You are also requested to bring the below mentioned, at the time of joining, this would facilitate the smooth completion of the joining formalities:

- 5 recent passport size photographs
- Original testimonials with attested photocopies in respect of educational qualifications
- Service certificates and relieving certificates from previous employers including last three salary slips
- Proof of date of birth, Aadhar card & PAN card

Please note that the company has a Background verification process for all new incumbents. The background screening form is attached which may please be filled & returned to us at the earliest so as to facilitate next steps. Any adverse report shall be dealt with as per company rules.

We look forward to your joining our organization and contribute towards a mutual and beneficial association.

Thanking you,

Yours faithfully
For Aegis Customer Support Services Private Limited

Richard Peter
Sr. Manager - Human Resource



Principal Incharge
St. Mira's College for Girls

Aegis Customer Support Services Private Limited
Registered Office: Ground Floor, Tower 3, Equinox Business Park, Kurla,
Mumbai 400070, India
T: +91-22-67335200
www.startek.com
CIN No: U74999MH2017PTC291578


The Employee covenants and agrees that upon the termination of this Agreement for any reason whatsoever, and until the expiry of a period of two years from the date of termination of this Agreement he/she will not except with the prior written consent of the Company, directly or indirectly:

- a. campaign, solicit or endeavor to entice any Client(s) or Customer(s) of the company, or any person(s) who at any time during the employment were or are Clients or Customers of the company, or were in regular dealing with the company
 - b. solicit or persuade any employee of the company to quit or leave the employment of the company in any manner
 - c. counsel or otherwise assist any person to do any of the acts referred to in paragraphs (a) and (b) of this clause or any other similar acts.
5. **Termination of Services:** The notice period for termination of employment, by either party, would be 30 days or basic salary in lieu of notice. However, it will be the discretion of the Company whether to accept the salary in lieu of notice period or direct you to serve the complete notice period. The Company may at its sole discretion disengage your services by giving 30 days basic salary in lieu of notice. The Company may further at its sole discretion in the event of "Force Majeure event" which may include but shall not be limited to acts of God, work stoppages, labour unrest, Biological or Chemical Contamination, Nuclear Risks disaster strikes, wars, acts of terrorism, fires, floods, typhoons, earthquakes, epidemics, pandemics, quarantine, political unrest, government imposed restrictions or orders and similar events etc., terminate your services without any notice or without being liable to pay any compensation/ severance pay. In the event of an "Event of Breach" and "Misconduct", which shall include fraud, gross negligence, refusal to discharge duties attributed to you by the Company, insubordination, any act involving moral turpitude, indiscipline, loss of confidence, violation of company policy or breach of the above terms and conditions or any act or omission which may affect the Company or you adversely, the Company shall have the right to forthwith terminate your association with it without being liable to pay any amounts in respect thereof. In case any information furnished by you either in your application for employment or during the selection process is found to be incorrect/ false or suppressed, the Company reserves the right to terminate your services anytime without notice or compensation in lieu of notice. If you remain absent from work without authorization or reasonable explanation, for more than eight consecutive days, it will be presumed that you are no longer interested in working for the Company and have abandoned its services.
6. **Retirement:** Retirement from the services of the Company will be on the last day of the month of completion of the age of 62 years. You may be retired earlier if found medically unfit.
7. **General:**
- a. Any terms of employment or revisions including change in benefits, position, perquisites, compensation and entitlements will only be valid and effective by way of a written communication from the appointing authority of the Company. Verbal communication will not have any binding effect on the company and the employee is advised not to act on such verbal communication(s)
 - b. Email communications with respect to employment, though in writing will have binding effect only if they are followed by a formal employment contract, appointment letter or increment letter or a change letter duly signed by the appointing authority of the Company
 - c. Any stock based compensation like ESOPs, equity options, warrants, phantom options, etc will be valid and binding on the Company only if it is as per the plan implemented and approved by Board and Shareholders and communicated to you in writing by the appointing authority.
 - d. This agreement supersedes all prior agreements and understandings, oral or written, if any, between you and the company or any of its officials/representatives. No modification or amendment of any of the terms, conditions, or provisions herein shall be made otherwise than by written agreement signed by the parties hereto.
 - e. All other standard rules and policies of the Company existing as of now and as may be amended from time to time, will be applicable to you.


Kindly sign the copy of this letter in token of your acceptance. We welcome you to our organization and look forward to a mutually rewarding association.

Yours faithfully,

For Aegis Customer Support Services Private Limited


Richard Peter
Sr. Manager-Human Resource




Principal Incharge
St. Mira's College for Girls

Aegis Customer Support Services Pvt. Ltd.
 5th Floor, Building # 4, Sparshakone,
 Sahakar Sena Path, Kurla,
 Pune - 411006, Maharashtra, India
 T: +91 20 6725 8222
 www.startek.com

Date: 13th June, 2022

Name: Aliya Shaikh
 Location: Pune

Appointment Letter

Dear Aliya,

It gives us immense pleasure in offering you an appointment in our organization with effect from 13th June, 2022 on the following terms and conditions:

1. **Position Details:** You are designated as **Executive Operations in Band 5** and will be based at Pune.

2. **Compensation & Benefits:** Your compensation shall be as follows

Compensation Components	Amount (INR Per Month)	Amount (INR Per Annum)
Basic Salary	10,856	1,30,272
House Rent Allowance	4,295	51,541
Sub-Total	15,151	1,81,813
Bonus as per Payment of Bonus Act *	1,054	12,645
Sub-Total	1,054	12,645
Provident Fund (Employer Contribution)	1,303	15,833
Employee State Insurance (Employer Contribution)	492	5,909
Sub-Total	1,795	21,542
Total Cost To Company	18,000	2,16,000

* Payable quarterly by 10th July for 1st quarter (April, May & June), by 10th October for 2nd quarter (July, August & September), by 10th January for 3rd quarter (October, November & December), by 10th April for 4th Quarter (January, February & March) towards bonus payment in advance for every Financial Year.

Note: Group Personal Accident Insurance, Hospitalization Expenses Reimbursement Scheme are guided by Company rules.
 # Over and above the mentioned CTC, you will also have potential to earn a performance linked variable pay up to a maximum of Rs- 2,000 per month.

The Company reserves the right to change the structure from time to time. You will be entitled to benefits such as Provident Fund and Gratuity in accordance with the laws of land and / or per company policy. Your remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. You will be expected to maintain this information and any changes made therein from time to time as personal and confidential. All forms of compensation referred to in this letter are subject to TDS as per law.

- Transferability:** Your services are liable to be transferred to any other Departments / Divisions / Office / Subsidiary of the company, anywhere in India or abroad. Notwithstanding your appointment in this company, your services may be assigned by the Company at its sole discretion to any other associate company. You will be expected to attend the office during the working hours/shifts as may be decided by the Company. The working hours/shift could change periodically, or you may be required to work from home in accordance with "Remote Work Policy" depending on the job requirements.
- Confidentiality, Non-Disclosure etc.:** You are required to maintain the highest order of discipline and secrecy as regards the work of the Company and/or its subsidiaries or Associate Companies and in case of any breach of discipline/trust, your services may be terminated by the Company with immediate effect. All inventions, improvements, discoveries made by you either alone or with any other persons will become the sole property of the Company. You will ensure that patent protections are obtained for such inventions/improvements and discoveries in India or elsewhere and hand over the same to the Company. You shall not, while in the employment of the company be engaged in any other employment, business whatsoever or hold any office of profit or accept any other emoluments without prior consent of the company in writing.



Aegis Customer Support Services Private Limited
 Registered Office: Ground Floor, Tower 3, Equinox Business Park, Kurla,
 Mumbai 400078, India
 T: +91 22 67335200
 www.startek.com
 CIN No: U74999MH2011PTC29157E


Principal Incharge
St. Mira's College for Girls

Contd....



561

TEAMULTIMA
IT'S ALL ABOUT YOU17th October 2022

Dipti Vilas Bhujbal,
Thite Nagar Khardi Lane no 3 Behind
Shiv Shakti Hotel Pune 411014

Offer Letter

Dear Dipti Vilas Bhujbal,

We are pleased to offer you the position of "Customer Service Executive" for Team Ultima Services Pvt. Ltd. and its group of companies.

This offer is contingent upon subject to getting the proof of employment eligibility, background and reference check, and confirmation that you are not bound by any contractual agreements that restrict your ability to perform your duties for Team Ultima Services Pvt. Ltd., and any of its subsidiary companies.

The organization reserves the right to make your employment contingent on additional requirements. We are offering this position to you based on the terms listed below

Term Start:

We look forward to have you on-board with us by 2022-10-17

Compensation Package:

Your salary will be Rs17,000 per month with deduction of PF or ESIC if applicable would be deducted as per government law.

Benefits: You would be entitled to such benefits as may be provided from time-to time as per Company policy.

Additional Terms:

Placement: You will be positioned in Pune office, India.

Other Benefits:

You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TU shall not incur any liability with regards to any Claims under the said applicable labour legislations.



Principal Incharge
St. Mira's College for Girls

Delhi (Head Office)
C-6, C-Block, Community Centre, Janak Puri 110058
Ph.: +91 11 4157 8515

Kolkata
Victoria Park, Level 4, Block GN, Plot, 37/2,
Sector V, Salt Lake, Kolkata 700 091

Ref. HR/Offer/OL/3861/22

Date: 15-Jul-2022

Ms. Laxmi Raje
216828

Sub: Job Offer Letter

Dear Ms. Laxmi Raje ,

This is with reference to the recent interview we had with you and your desire to seek employment in our organization.

We are pleased to inform you that we have provisionally selected you for the position of **Repayment** based at **Pune** and offer you the same for a total emolument of **Rs. 294660.00/- CTC per annum**. If you finally join us after the completion of all formalities, you will be placed on probation for a period of six months from the date of your joining.

The detailed appointment letter will be issued to you in due course, after the receipt of acceptance of this offer from you and completion of other joining formalities.

You are required to complete your documentation process including E KYC verification and UAN generation within 7 days from the date of issue of this letter, failing which we reserve our right to hold/deduct your salary in full or in part without prior intimation.

This offer/appointment letter issued to you for engagement of your services will be valid and subsisting subject to existence of our Client Service Agreement. Your employment shall be co-existing and co-terminus with the Master Services Agreement entered into with the Client.

Please sign the duplicate copy of this letter (attached) as a token of your acceptance of this offer and return it to our office.

As discussed, you will join us at the earliest, and not later than 18-Jul-2022.

NOTE: You are hereby requested to kindly submit your required documents with the Company as per the attached checklist within 10 days from date of joining, fail to supply adequate documents to satisfy employment term will attract direct termination from services.

In case we fail to generate your UAN number due to mismatch of Aadhaar details , you'r salary will be on hold till you submit your correct and updated Aadhaar card and after successful generation of UAN your salary will be released.

Yours faithfully,

For Calibehr Business Support Services Pvt. Ltd.



Israr Siddique
Deputy Vice President - Operations




Principal Incharge
St. Mira's College for Girls



Narayan
Bhargava
Group

Calibehr Business Support Services Pvt.Ltd
Corporate Off :T- 361 , 6th Floor, ITC Park ,
Belapur Railway Station Building CBD Belapur, Navi
Mumbai, Maharashtra 400614. T: 022-61391444
W: www.calibehr.com

Regd Off : Abel Estate Pvt. Ltd, Ground
Floor, Off Saki Vihar Road, Opp. John &
Bakers, Andheri (East), Mumbai-400072
T: 022-42702222
CIN : U72300MH2006PTC162775

Ref: HR/Offer/OL/3861/22 dated: 15-Jul-2022
Salary Offer – Ms. Laxmi Raje

Components	Monthly (INR)	Annually (INR)
Basic	14056	168672
HRA	6935	83220
Bonus	1054	12648
Gross Total Earnings (A)	22045	264540
Employee PF	1687	20244
Employee ESI	158	1896
Professional Tax	200	2500
Total Deductions (B)	2045	24640
Net Salary (A-B)	20000	239900
Employer PF	1827	21924
Employer ESI	683	8196
Total Benefits (C)	2510	30120
Total Cost to Company (A+C)	24555	294660

Bonus and Gratuity will be paid as per the law.



jk
Principal Incharge
St. Mira's College for Girls



Date: 18-Jul-2022

Ms. RUTUJA SUNIL JADHAV,
Pune

Dear RUTUJA,

We are delighted to offer you appointment with Innovative Retail Concepts Pvt. Ltd. (the Employer). Please find details of your offer:

Designation : "Associate - Customer Support"
Location : "Pune"
Date of joining : "20-Jul-2022"

Annual Total Compensation: Your annual total compensation will be INR 207840 (Rupees Two Lakh Eight Hundred and Seventy Rupees Only), excluding indirect benefits. Please refer to Annexure I for detailed compensation break up.

Terms and conditions of employment

1. Employment:

- 1.1. The Employee (RUTUJA SUNIL JADHAV, hereto "Employee") is required to work exclusively for the Employer unless he / she obtain prior written consent from the Employer in respect of his / her involvement in outside employment or business activities.
- 1.2. Failure to clear the Company's background verification process may lead to termination of the Agreement.

2. Remuneration:

- 2.1. All payment made by the Employer to the Employee under this Agreement are based on the cost to company basis subject to tax deduction at source in accordance with applicable laws. Provident fund and gratuity payments shall be provided for in accordance with IRCPL policy.
- 2.2. Statutory Deductions: All amounts payable by the Employer to the Employee shall be subject to such deductions at source as may be prescribed by law.

3. Annual Vacation and Holidays:

- 3.1. The Employee's leave entitlement shall be governed by IRCPL leave policy, which may be updated by IRCPL from time to time.

4. Probationary Period:

- 4.1. The employment with IRCPL will be subject to an initial probationary period of six (6) months from the commencement of the employment. Upon receipt of a satisfactory performance report from the Employee's manager, at the end of the probation, the Employee's continued employment with the Employer may be confirmed. Subject to the Employee's performance during the probationary period, the Employer reserves the right, at its sole discretion, to extend the probation to a maximum of two (2) months.



JK
Principal Incharge
St. Mira's College for Girls

Innovative Retail Concepts Pvt Ltd
REGIONAL OFFICE C/O United Metachem Pvt Ltd, Sr No 72/76 BFC Road Near Bharat Forge Ltd, Mundhwa, Pune-411036
CIN U74130KA2010PTC052192 www.bigbasket.com

A TATA Enterprise

Private & ConfidentialDate : 25/06/2022**SUDIKSHA LALBAHADUR SONAR**GANESH NAGAR BOPKHEL COLONY O 13, IN FRONT SHIVNANDAN
PARK, PUNE 411031, MAHARASHTRA -411031**APPOINTMENT LETTER**Dear SUDIKSHA LALBAHADUR SONAR,

Subsequent to the meetings between Concentrix Services India Private Limited (hereinafter, 'Concentrix'/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job profile, would be Advisor I, Customer Service. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be Pune.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 28/06/2022 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on 27/06/2022 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at snehal.raskar1@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On onboarding / joining you shall report to **HR Representative** or any other person nominated by him/her.



Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.3

Concentrix Services India Private Limited

Registered Address: 3rd Floor, Millennium Towers, ITPL Road, Brookefields, Bengaluru
Karnataka - 560097, India
91 80 41096000

CIN: U99999KA1995PTC052040

info@concentrix.com · www.concentrix.com



Principal Incharge
St. Mira's College for Girls

Name :	SUDI KSHA LALBAHADUR SONAR
Designation :	Representative, Operations
Comp Grade :	12

Annexure - A

01	Assured Gross Salary	Monthly	Annual
	Basic Salary	Rs. 12,655	Rs. 151,863
	House Rent Allowance	Rs. 787	Rs. 9,439
	Employer's contribution to ESI ***	Rs. 523	Rs. 6,279
	Employer's contribution to PF ***	Rs. 1,519	Rs. 18,224
	Statutory Bonus/Bonus****	Rs. 2,658	Rs. 31,891
	Total Assured Gross	Rs. 18,141	Rs. 217,695
02	Variable Earnings*****	Monthly	Annual
	Monthly Incentive Maximum	Rs. 1,250	Rs. 15,000
	Variable Earnings [Minimum]	Rs. 0	Rs. 0
	Variable Earnings [Maximum]	Rs. 1,250	Rs. 15,000
03	Gratuity***	Rs. 609	Rs. 7,305
04	Earning Potential [1 + 2 + 3]	Monthly	Annual
	CTC with variable earnings at minimum	Rs. 18,750	Rs. 225,000
	CTC with variable earnings at maximum	Rs. 20,000	Rs. 240,000

*****Statutory Contributions :**

All Statutory Contributions / Deductions [Only to the extent applicable] will be made and deposited with relevant authorities as per the statutory requirements. All applicable tax liability will be borne by the employee as per relevant statutory tax rules.

Gratuity will be governed by the Payment of Gratuity Act, 1972 (as and when ammended)

******Statutory Bonus/ Bonus :**

This is in adherence to the statutory amendments as applicable & is payable monthly through the payroll.

*******Variable Earnings :**

This forms a part of the variable pay programs and is as per the defined Company Policies. The management reserves the right to modify/ amend/ withdraw/ continue with the plans at its discretion. Performance Bonus is subject to individual performance and shall be paid - monthly/quarterly/annually as defined in the program subject to your meeting the criteria set for specific process where you have been deployed for that period. Performance Bonus and/or any other performance related incentive(s) paid will be adjusted against Statutory Bonus payable as per the Payment of Bonus Act as applicable at the time of payment.

Additional Benefits :

Hospitalization, Life Insurance and Accident Coverage as per applicable Company Policies.

This is an information statement only that does not create a contract or any legal rights. Your compensation and the various constituents are governed by the terms of Concentrix Services India Private Limited compensation plans and programs, which may be changed or withdrawn at the sole discretion of Concentrix ServicesIndia Private Limited, based on company policy and applicable law. If you believe the data shown is inaccurate, please notify your manager. This statement contains personal information, please handle appropriately.

Yours Sincerely,

Signature Not Verified

Digitally signed by DS CONCENTRIX SERVICES INDIA PRIVATE LIMITED 2
 Date: 2022.06.25 19:05:42 +05:30
 Reason: Concentrix Hiring
 Location: Pune



Authorized Signatory

Concentrix Services India Private Limited

I agree to accept employment on the mentioned terms and conditions.

Name: SUDI KSHA LALBAHADUR SONAR

Date [DD/MMYY] : _____

Signature of Candidate : _____

CNX1/REC/ART/NSLAX/FT121110/30.0


 Principal Incharge
 St. Mira's College for Girls

Gayatri Shekhar Chokhale

31 August 2021

E-Code : 20112756

Sr 110/111 near govind general store tank road Shanti Nagar yerwada Pune 06 Pune 411006

Dear Gayatri,

1. **Appointment:** We are pleased to appoint you as **Trainee - Process Associate for IGT Solutions Private Limited.** with effect from **31 August 2021.** You will report to Practice Head or such other person as may be notified, from time to time, in writing to you by the Company. Your appointment is subject to your being found medically fit and a satisfactory verification of your qualification, references and background checks.

2. **Compensation:** Your role is currently positioned in Band **1C** and your monthly compensation & other benefits will be as specified in Annexure 'A'. You shall adhere to all policies framed by the Company and as amended from time to time. Further, you shall be liable for any income tax and all other applicable taxes arising out of payments received by you by way of remuneration as stated in this clause. By accepting this offer, you consent to providing your Aadhar Card for the purposes of a) authentication; b) providing you with statutory dues like provident fund etc; b) proof of address, if applicable and c) background checks through Company personnel or third party vendor. In case you are unable to provide Aadhar card, you will immediately inform us the reason for the same.

3. **Probation & Confirmation:** From the date of appointment, you shall undergo 90 days of probation in the Company, which may be extended if so deemed necessary by the Company for such further period as it deems fit. If you successfully complete the probation period, either initial or extended as the case may be, the Company may in its sole discretion confirm your employment. On expiry of the aforesaid probation period, your employment with the Company would be deemed to be confirmed,. During the probation period either party can terminate the contract of employment within 10 days' notice prior written notice without assigning any reasons thereof..

4. **Notice Period:** Your appointment with the Company will be subject to termination with **30 Days** notice or payment in lieu thereof. Should you desire to resign from the Company you shall provide the Company with a prior written notice of similar period of such resignation or payment in lieu thereof at the discretion of the Company. However, in case any disciplinary proceedings are either contemplated or pending against you, the Company shall have the right not to accept your resignation. If you desire to resign from your services hereunder, you shall, notwithstanding the provision with respect to payment in lieu of the notice as provided hereunder, make yourself available during all office hours, for such period from the date of tendering your resignation, as maybe required by the Company at its discretion in order to ensure smooth transition.

5. **Retirement:** You shall retire upon attaining such retirement age as may be determined by the Company as per its policies from time to time. In and upon such retirement, you shall cease to be an employee of the Company. The Company may, however, at its sole discretion, elect to extend the term of your employment for such further period as it deems fit.

6. **Location/Domicile:** You will initially be posted in **Pune.** However, the Company may, at any time, at its sole discretion, transfer/second and/or depute you from one place to another anywhere in India or abroad and/or from one department to another and/or from one division to another and /or to any of its affiliates, associates, subsidiaries, group companies or Clients or other concern in which the Company may be having any interest whether existing or which may be set up in future.

7. **Company Policies:** During the course of your employment with the Company, you shall be required, to keep yourself informed, updated and comply with, all the policies and procedures of the Company in force and as may be amended from time to time and as applicable to you, which shall be considered to be a part of your Appointment Letter and terms of employment. The company shall not be responsible for any damage/loss of any nature whatsoever accruing to you, owing to you not being aware of and/or updated with any such Company policies and amendments thereto.

Registered Office
Unit No. 1, Ground Floor
A Wing, Business @ Mantri
Survey no 197/2+4 to 7B,
Lohegaon Nagar Road
Pune, Maharashtra - 411014

IGT Solutions Pvt. Ltd.
(Formerly known as InterGlobe Technologies Pvt. Ltd.)
Mantri Business Park, Wing A, Ground Floor,
Nagar Road Pune - 411014

T +91 2067601503 CIN U72300MH1998PTC187929
www.igtsolutions.com
mktg@igtsolutions.com




Principal Incharge
St. Mira's College for Girls

MARUTI SUZUKI ARENA

Date: 08/07/2022

To: Mr. RACHANA YASHWAS WAGHMARE
Address: SR NO 107, HOUSE NO 301, KHILLIWADI NAGAR, ROAD NEAR AYRAATHI
CHURCH, PUNE 411014

**OFFER LETTER FOR THE POST OF DATA PROCESS EXECUTIVE, SIMAN
NAGAR**

Mr. WAGHMARE,

CONGRATULATIONS!!!

With reference to your application and interview interviews you had with us, we are pleased to inform you that you have been selected for the above post in our organization.

Your Will be paid monthly Gross Salary OF Rs. 1,50,000/-

The appointment will be given subject to the submission of all documents mentioned below:

1. 2 Passport Size photographs for Banking and Police Verification.
2. Last Qualification Certificates.
3. Last Drawn Salary Slip.
4. All Proof 2 copies (Aadhar Card, Pan card, Driving license).
5. Relieving and Experience letter of last Employer.
6. Residential Proof 2 copies (temporary and permanent).
7. Reference Letter (other than relatives & politician).
8. Canceled Cheque of personal bank account.
9. This Offer Letter is Subject to your Background Verification Clearance.
10. Opening an Account with our Organization banker is Mandatory.

Your date of joining will be 08-July-2022, wish you all the best for your assignment and a bright future with our esteemed organization. During your tenure if you wish to separate then you have to serve one month notice or one month pay to the organization.

If you do not join on the above mentioned date, this offer letter remains cancelled.

Kindly Note: Duplicate letter has to be duly signed as acceptance to the above mentioned Terms & Conditions

FOR THE KOTHARI WHEELS

Accepted all terms & condition.

CWP
Anil Giri
Head, HR, Personnel & Admin
08/07



Rachana
Name & Signature

Principal Incharge
St. Mira's College for Girls

gar Road : 2, Trade Net, 33/2B/1, Nagar Road, Pune, Maharashtra - 411014 | Ph. 9272 700 200

KOTHARI WHEELS



WNS

579

Extending Your Enterprise

06-Jul-2022

Bairy Divya

Ghar No 167 Kharadi Road Near Navgrah Mandir

Chandan Nagar Kharadi Pune Maharashtra - 411014

India

Letter of offer**Dear Bairy,**

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

Career bands: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Associate - Ops**.

Compensation: Your Total Gross Pay will be **INR 2,55,720 (Indian Rupees Two Lakh, Fifty Five Thousand, Seven Hundred And Twenty Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **07-Jul-2022**.

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



JK
Principal Incharge
St. Mira's College for Girls

For WNS Global Services Pvt. Ltd.*Adil Nargolwala*

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

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

U72200MH1996PTC100196

DocuSigned by:
Divya
66087A052880453

Accepted and Agreed**Bairy Divya****Candidate's Name & Signature**



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20219332010/Pune/BPS/BTN
Date: 21/10/2022

Ms. Akanksha Singh
 202, Riddhi Towers, Viman Nagar, Pune

Viman Nagar
 Pune-411014
 Maharashtra
 Tel# -

Dear Ms. Akanksha Singh,

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

Private and Confidential
TCSL/DT20219332010

1

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, Narmal 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 3.25% 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:

If you are covered under Employees State Insurance Act (ESI Act), 1948 you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of employment, from Employees' State Insurance Corporation.

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

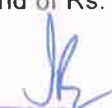
* Inclusion or exclusion of an employee under 'Employee State Insurance Corporation' is as defined as per the ESIC Act

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.

Private and Confidential
TCSL/DT20219332010




Principal Incharge
St. Mira's College for Girls

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Moan, 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



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:

Jb
Principal Incharge
St. Mira's College for Girls



Date: 1 September 2022

Mr. / Ms. Akshada Angirwal

Dear Akshada,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **06-Sep-22**

2. Salary

Your compensation will be **Rs. 2,44,642/- (Rupees Two Lakhs Forty Four Thousand Six Hundred and Forty Two Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. **Rs.8846**, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **30 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'60 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from Director of the Company.




Principal Incharge
St. Mira's College for Girls

Regd. Office: 401 A,B,C,D, E and G, Delta #2, Ghanshyam IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No. : +91 80 4034 3434 / 6191 6000

U.PIN: AAI- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

Annexure – I

Emoluments A	Per Annum	Per Month
Basic	168733	14061
House Rent Allowances	18000	1500
Statutory Pay	14173	1181
Employer's Contribution to Provident Fund	20248	1687
Fixed Emolument	221154	18430
Performance Based Incentive**	8846	737
Emoluments Total (A)	230000	19167
Benefits B		
Employer's contribution to ESI	6530	
Gratuity***	8112	
Benefits Total (B)	14642	
Cost To Company (CTC):	Total (A+B)	244642
Deductions		
Employer's Contribution to Provident Fund		1687
Employee's Contribution to Provident Fund		1687
Employee's Contribution to ESI		126
Professional Tax		200
Net pay		14729

In addition to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4, 000/- upon clearing international domain certification.

This appointment letter is subject to clearance of Background Verification Check.

Name: Akshada Rajesh Angirwal

Place: Pune

Signature:



Date: 1st September 2022




Principal Incharge
St. Mira's College for Girls

Annexure - II

Components	Description
Statutory Pay	Paid in advance on monthly basis as per Payment of Bonus Act. Amount is subject to change basis statutory amendments applicable for the state.
House Rent Allowance	Paid monthly and is subject to tax exemption on submission of relevant documents as per Income Tax rule at the end of Financial Year
Employer Contribution to PF	Company's contribution to Provident Fund - 12% of Basic Salary capped at Rs.21600 per annum. Amount is credited to employee's PF account directly.
Special Allowance	Special allowance is a taxable allowance. This is subject to review and may change or be adjusted against other components of Total Emoluments at company's discretion
Performance Based Incentive	* Paid monthly up to 200% of the amount indicated above and is linked to your monthly performance rating.
Total Emoluments	* Sum of fixed Emoluments & Performance based Incentive. Salary increments are done on this component and not total CTC which includes benefits.
Employer Gratuity	*As per Payment of gratuity Act - Eligible for payout on completion of 5 years at the time of separation
ESI Employer contribution	*As per Employees State Insurance Act -Contribution by employer to facilitate medical benefits. Is currently at 3.25% of monthly earnings
Mediclaim Insurance	Applicable Only if you don't fall under ESI Bracket. Premium for Insurance coverage as indicated below: Medical insurance cover of Rs. 2 Lakhs Accident Cover 1 time annual CTC, Term life coverage up to 1 time annual CTC(in case of demise)
Night Shift Allowance	*Amount is paid for the days worked in nightshift as per policy. Allowance is subject to change as per managements discretion

***Salary components are subject to changes as per Management Discretion**

Name: Akshada Rajesh Angirwal


Place: Pune

Signature:



Date: 1st September 2022




Principal Incharge
St. Mira's College for Girls

WNS

Extending Your Enterprise

22-Sep-2022

Gauri Chavan

A 74 Shravasti Nagar Colony No 1

Ghorpadi Gaon 1 Pune Maharashtra 411001

India

Letter of offer**Dear Gauri,**

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

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Associate - Ops**.

Compensation: Your Total Gross Pay will be **INR 3,07,291 (Indian Rupees Three Lakh, Seven Thousand, Two Hundred And Ninety One Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **23-Sep-2022**.

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

AUSTRALIA

COSTA RICA

INDIA

THE PHILIPPINES

ROMANIA

SRI LANKA

UAE

UK

USA



J.K.
Principal Incharge
St. Mira's College for Girls

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

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

DocuSigned by:

Gauri Chavan

17E98FF6FB5845D

Accepted and Agreed

Gauri Chavan
Candidate's Name & Signature

WNS

Extending Your Enterprise

1. TERMS & CONDITIONS:

- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d. The Company's business involves operating round the clock on all day. Therefore the work may involve shift working including working in night shifts and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e. You will be on probation for six months from the date of joining; however probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (Sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (Sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period the Company reserves the right to recover compensation in lieu of notice period from you in addition to the compensation towards all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to losses and damages actually sustained by the Company. The forgoing term is a condition precedent to your acceptance of this offer letter.
- f. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo voice & accent, pre-process and process trainings as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. At the end of these trainings, a performance assessment will be conducted and the results will be declared as per the established norms depending on the type/nature of the training. The company invests significant amount of efforts and costs on such trainings and you will appreciate that in case one is not able meet the required norms during training or clear the afore-said assessment tests, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward / accumulation of leave will be governed as per the existing Company policy on the subject.
- i. You will be provided necessary training / special education / on the job skill enhancement / interactive programs / up skilling programs / guidance required to

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

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

U72200MH1996PTC100196



JB
 Principal Incharge
 St. Mira's College for Girls

DocuSigned by:

Gauri Chavan

17E98FF6FB5845D...

Accepted and Agreed

Gauri Chavan
Candidate's Name & Signature

WNS

Extending Your Enterprise

Annexure II			
Name	:	Gauri Chavan	
Title	:	Associate - Ops	
Role Band	:	A	
BU/EU	:	Insurance	
Compensation Component	Ref	Amount(INR) Per Month	Amount(INR) Per Annum
Basic Salary		10,125	1,21,500
House Rent Allowance		5,063	60,750
City Compensatory Allowance		2,540	30,479
Sub Total - I	A	17,727	2,12,729
Bonus / Incentive (4)	(a)	2,592	31,109
Company's contribution to Provident Fund (1)		1,520	18,237
Company's contribution to ESI (3)		660	7,925
Sub Total - II	B	4,773	57,271
Total Fixed Pay	C = A + B	22,500	2,70,000
Bonus / Incentive at Maximum Level (4)	(b)	5,700	68,400
Gross Pay (CTC) at Minimum Level	D = C	22,500	2,70,000
Gross Pay (CTC) at Maximum Level	E = D + (b) - (a)	25,608	3,07,291
BENEFITS			
Gratuity payable As per Payment of Gratuity Act, 1972			
Note:			
1) Company's contribution to Provident Fund (PF): In cases where PF wages is above the statutory maximum limit of INR 15,000/- p.m., you have an option to choose the deduction of 12% on actual PF wages. In such situation, various component of the compensation will be adjusted to accommodate your request. PF wages considered for this calculation will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952.			
2)The Company provides following discretionary Insurance benefits: a) Medicaclaim Benefit: For Self or Family Floater, as per Company policy b) Personal Accident Insurance: For Employee, as per Company Policy c) Life Insurance: For Employee, as per Company Policy d) Parents can also be covered individually or through a Floater at an annual premium as per the company policy. You would have to enroll and pay the sum separately through payroll. Note: The company reserves the right to make appropriate changes to the Insurance plan as and when necessary.			
3) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of the monthly salary.			
4) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive at maximum level is inclusive of Bonus / Incentive included in the Total Fixed Pay. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.			


 Principal Incharge
 St. Mira's College for Girls



For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

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DocuSigned by:

Gauri Chavan
 17E98FF0FB5845D...

Accepted and Agreed

Gauri Chavan
Candidate's Name & Signature



OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT

Pragati Jha
48/2 chandan nagar, near cycle mart, kharadi,
pune – 411014
MH
IND

Dear Pragati,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for Fixed-Term Employment (hereinafter the "Offer cum Appointment Letter") the position of **CAP Associate(DP)[S]** at **Pune, India.**

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your fixed-term employment with Amazon India will commence on **16-Aug-2022** and shall end as per the provisions contained in Section 14 herein below.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion,

1

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233




Principal Incharge
St. Mira's College for Girls



either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

- 3.1 You will be employed in the position of **CAP Associate(DP)[S]**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.
- 3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.
- 3.3 You acknowledge that during the course of your fixed-term employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.
- 3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work


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2

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th
Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka
India

Tel. : +91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233



The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

5. Place of Work

Your initial place of work will be at Amazon India's in Pune. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

Moreover, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

6. Remuneration

- 6.1 Your Annual Base Pay will be Rs. **260,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your salary will compensate you for all hours worked.
- 6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or

3

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

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Principal Incharge
St. Mira's College for Girls

OFFER LETTER

Sakshi Kolte

Dear Sakshi,

It's a pleasure in appointing you to our Company as HR Co-Ordinator.

At Pune or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

APPOINTMENT

- a. Your date of appointment is effective from the date of joining which shall be as soon as possible but not later than 18th July, 2022.
- b. You will be on probation for 6 six months from the date of joining. If in the opinion of the company you are found suitable in the appointed post you will be confirmed.
- c. The retirement age is 58 years.
- d. You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case, you will be governed by the terms and conditions of service applicable to the new assignment.

NOTE:

1: You should be working in any process for at least 6 months to be eligible for appraisals. (Joining date to be consider till Sep)

COMPENSATION

You will be eligible to receive the following: Annual CTC of Rs. ₹ 3,00,000.00




 Principal Incharge
 St. Mira's College for Girls



OFFER LETTER

Date: 25-Aug-2022

Employee Name: SANIYA KHAN

Dear Saniya,

It's a pleasure in appointing you to our Company as Front Desk Executive

At Pune or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

APPOINTMENT

- a. Your date of appointment is effective from the date of joining which shall be as soon as possible but not later than 30 days.
- b. You will be on probation for 6 six months from the date of joining. If in the opinion of the company, you are found suitable in the appointed post you will be confirmed.
- c. The retirement age is 58 years.
- d. You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case, you will be governed by the terms and conditions of service applicable to the new assignment.

COMPENSATION

You will be eligible to receive the compensation as per Annexure 1.




Principal Incharge
St. Mira's College for Girls




RESPONSIBILITIES

- e. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of AM INFOWEB, whether directly or indirectly.
- f. We at AM INFOWEB are committed to ensure "Integrity" in all aspects of its functioning. Please ensure that you comply with the policies of the company as they form an integral part of the terms of employment with AM INFOWEB. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced from time to time. As and when this happens, the Company will notify you and you will be required to comply with the same.
- g. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or this letter, shall immediately be brought to the notice your Business Unit Head.
- h. In connection with your employment and during the term of your employment you shall disclose and assign to AM INFOWEB as its exclusive property, all developments developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.

BACKGROUND VERIFICATION

This offer for employment is subject to the satisfactory completion of your background reference check, which includes verification of your past employment details based on the documents and information furnished by you at the time of joining **AM INFOWEB** and verification of all other documents submitted by you as a reference for your educational qualifications or any other credentials. In case you are unable to furnish necessary documents and information for completing your background reference check or in case you furnish any misleading information or false documents, **AM INFOWEB** reserves the right to terminate your employment irrespective of anything to the contrary in the Company's Policies.




Principal Incharge
St. Mira's College for Girls



GENERAL

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.
- b. Your employment terms may be specifically enforced legally if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c. These employment terms supersede and replace any existing agreement or understanding, if any, between **AM INFOWEB** and you relating to the same subject matter.

For, AM INFOWEB PRIVATE LIMITED

Authorized Signatory:

Imtiyaz Malek

(Director Finance & Legal)

Agree to accept employment on the terms and conditions mentioned in the above letter.

Employee Name: SANIYA KHAN


Signature:



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

NAME	Saniya Khan		
DOJ	25-08-2022		
GTC (Yearly)	300000		
CTC			
COMPENSATION COMPONENT	Ref	Monthly	Annually
Basic Salary		15,100	181,200
House Rent Allowance		3,450	41,400
Flexikitty Reimbursement		0	0
Transport Allowance		5,000	60,000
Total Fixed Pay	A	22,475	269,702
EPF @12%		1,800	21,600
ESI @0.75%		0	0
PT		200	2400
Total Deduction	B	2,000	24,000
Total Net Pay	C = A - B	20,475	245,702
Company contribution towards PF @12%		1,800	21,600
Company contribution towards ESIC @3.25%		0	0
Company contribution towards Gratuity		725	8,698
Total Company Contribution	D	2,525	30,298
Total Cost to Company (CTC)	E = A + D	25,000	300,000

B. Note to Compensation Stack-up:


SANIYA KHAN (Aug 29, 2022 15:32 GMT+5.5)

- (i) Gratuity payable As per Payment of Gratuity Act, 1972
 - (ii) The Company provides following discretionary Insurance benefits as per Company Policy:
 - Mediclaim Benefit: For Self (INR 2 Lakhs).
- (1) Company's contribution to Provident Fund (PF): Company Contribution towards PF will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952 and is currently 12% of PF wages.
 - (2) Company's contribution to ESIC: Company Contribution towards ESIC will be as per THE EMPLOYEES' STATE INSURANCE ACT, 1948
 - (3) Variable Pay payout will be based on your current role band and process and will be paid in accordance with the Company policy.
 - (4) Loyalty Bonus payout will be based on your current role band and process and will be paid in accordance with the Company policy.


Principal Incharge
St. Mira's College for Girls









Offer Letter(B)

Final Audit Report

2022-08-29

Created:	2022-08-29
By:	AM Infoweb (hrcommunication@aminfoweb.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAave13GKTYQw_sjUwdG9LXeZMEJ_ZSnChf

"Offer Letter(B)" History

-  Document created by AM Infoweb (hrcommunication@aminfoweb.com)
2022-08-29 - 8:27:59 AM GMT
-  Document emailed to saniyamula786@gmail.com for signature
2022-08-29 - 8:32:22 AM GMT
-  Email viewed by saniyamula786@gmail.com
2022-08-29 - 9:56:15 AM GMT
-  Signer saniyamula786@gmail.com entered name at signing as SANIYA KHAN
2022-08-29 - 10:02:04 AM GMT
-  Document e-signed by SANIYA KHAN (saniyamula786@gmail.com)
Signature Date: 2022-08-29 - 10:02:05 AM GMT - Time Source: server
-  Agreement completed.
2022-08-29 - 10:02:05 AM GMT



Jayas
Principal Incharge
St. Mira's College for Girls