5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Year	Name of student who has been placed	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)	page no.
	Samruddhi Sasavade	CSE	TCS- Hrishikesh Dhande -9923266041	3.7	17
	Swaroop Chougule	CSE	TCS- Hrishikesh Dhande -9923266041	3.7	37
	Swapnil Powar	CSE	Synoptics, Rahul, 9960095071	6	57
	Karan Kundalik Barale	CSE	Qspiders, Hema, 9810776387	1.8	58
	Ashitosh Shivaji Jagtap	CSE	Qspiders, Hema, 9810776387	1.8	62
	Yashraj Anandrao Dinde	CSE	Qspiders, Hema, 9810776387	1.8	64
	Vishakha Vasant khot	CSE	Qspiders, Hema, 9810776387	1.8	66
	Dhairyashil hindurao bagadi	CSE	Qspiders, Hema, 9810776387	1.8	68
	Snehal Dipak Pallakhe	CSE	Qspiders, Hema, 9810776387	1.8	71
	Sanket Sambhaji Balip	CSE	Qspiders, Hema, 9810776387	1.8	73
	Harshada Patil	CSE	Qspiders, Hema, 9810776387	1.8	74
	Rutuja Lohar	CSE	Eaglebyte Solutions Pvt Ltd, Namrata Joshi, 9028889915	2.2	75
	Shreyas Jadhav	CSE	I-VALUE, Mahesh Sir, 8431318575	2.2	79
	Vinayak Pachange	CSE	Eaglebyte Solutions Pvt Ltd, Namrata Joshi, 9028889915	2.2	82
	prajakta sukumar Anuse	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	83
	Akanksha Sutar	CSE	Reap Mind, Hemlata Patil, 9595655699	2.2	85
	Gayatri Patil	CSE	Eaglebyte Solutions Pvt Ltd, Namrata Joshi, 9028889915	2.2	87
	Mrunali Mahadev Hirave	CSE	Eaglebyte Solutions Pvt Ltd, Namrata Joshi, 9028889915	2.2	88
	Samrudhi Parmaj	CSE	Reap Mind, Hemlata Patil, 9595655699	1.8	89
	Yashraj Anandrao Dinde	CSE	Pentagon Space, Reema 8147592988	2.4	96
	Snehal Dipak Pallakhe	CSE	Pentagon Space, Reema 8147592988	2.4	98
	Rushikesh Bhausaheb Gaikwad	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	99
	Prachi shivaji Patil	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	101
	VISHAL MANIK SHINDE	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	103
	Sayali madhukar patil	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	105
	Vaishnavi Suresh Desai	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	107
	Shivanand Bhagwan Patil	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	109
	Pranali Bharat Kamble	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	111
	Sammed Sunil Chougule	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	113
	Aniruddha Ashok Patil	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	115
	Prajwal Anil Suryawanshi	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	117
	Chinmay Chandrakant Gavali	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	119
	Rucha kumar kamble	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	121
	Krishnaprasad Prakash Gawade	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	123
	Sakshi Hunnare	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	125
	Ajay Mahadev Dalavi	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	127
	Sushant Narayan Shelar	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	129
	Saurabh Ravindra khot	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	131
	Saloni Ashok Patil	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	133
	Harshal Shivaling Bobade	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	135
	Sayali Sagar Patil	CSE	Wisline Edutech LLP, Amit Mali,75077808791	1.98	137
	Amit Anil Dantal	CSE	I-VALUE, Mahesh Sir, 8431318575	3	139
	Shivam V Jadhav	Civil	Nirmal Build Tech, Anil Sharma, 7057992168	2.5	142
	Abhishek Jugule	Civil	Nirmal Build Tech, Anil Sharma, 7057992168	2.5	146
	Soham Katkar	Civil	Nirmal Build Tech, Anil Sharma, 7057992168	2.5	150
	Yogesh Patil, Kolhapur	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	154
	Abhishek Jungale, Kolhapur	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	158
	Vivek Nikam, Kolhapur	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	162
	Rounak Patil, Kasbedhana,Panhala	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	166
	MANE AADITYA BAJIRAO	Civil	R. R. INFRAPROJECTS, Sudhir Naikavadi, 9004392463	3.5	170
	SHABDALI SHIVAJI CHOUGULE	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	171
	SHINDE SANKET SURYAKANT	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	175
	NIRUKHE SHIVRAJ SARJERAO	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	179
	OTARI YASH MANOJ	Civil	Nabard Pvt ltd. Zilla parashad Jal Jeevan vibhag	4.5	180
	Madhav Lokande	Civil	Nirmal Build Tech, Anil Sharma, 7057992168	2.5	183
	Ghevari Ruturaj namdev	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	187
	Shivam Arun Chavan	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	191
	Harshavaradhn Jagannath Patil	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	195
	Jayesh Rajaram Solankurkar	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	199
	Sumit Suresh Patil	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	203
	Supriya Subhash Futane	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	207
	Mane Aaditya Bajirao	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	211
	Desai Janardan Dattatray	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	215
	Patil Vinayak Vilas	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	219
	Patil Rohit Dinkar	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	223
	Dadasaheb Navneet Dhangar	Civil	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	227
	Akanksha Akaram Savare	Mech	Sharda Motors Industries LTD, Dhairshil Desai, 8007700444	1.8	231
	Aniket Rajendra Kadavekar	Mech	Sharda Motors Industries LTD, Dhairshil Desai, 8007700444	1.8	232

	Nikhil Bhimarao Kadam	Mech	Sharda Motors Industries LTD, Dhairshil Desai, 8007700444	1.8	233
	Pranali Babasaheb Kumbhar	Mech	Sharda Motors Industries LTD, Dhairshil Desai, 8007700444	1.8	234
	Saurav Shashikant Powar	Mech	Sharda Motors Industries LTD, Dhairshil Desai, 8007700444	1.8	235
	Shubham Maruti Shete	Mech	Sharda Motors Industries LTD, Dhairshil Desai, 8007700444	1.8	236
	Siddhesh Santosh Bendkhale	Mech	Sharda Motors Industries LTD, Dhairshil Desai, 8007700444	1.8	237
	Siddhesh Sunil Shinde	Mech	Sharda Motors Industries LTD, Dhairshil Desai, 8007700444	1.8	238
	Sunil Bhagwan Sawant	Mech	Sharda Motors Industries LTD, Dhairshil Desai, 8007700444	1.8	239
	Shubham Tukaram Khot	Mech	Sharda Motors Industries LTD, Dhairshil Desai, 8007700444	1.8	240
	KHOCHIKAR AHAD SAMAD	Mech	Asian Equipments, kishor Patil, 9850188534	2.16	241
	MANE PRADIP SHAMRAO	Mech	Asian Equipments, kishor Patil, 9850188534	2.16	244
	POWAR SOURAV SHASHIKANT	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.5	247
	NAIK SHRIDHAR YUVRAJ	Mech	Asian Equipments, kishor Patil, 9850188534	2.16	248
	SHIKHARE PRAMOD GUNDA	Mech	Asian Equipments, kishor Patil, 9850188534	2.16	251
	SHIKHARE NILESH SHIVAJI	Mech	Asian Equipments, kishor Patil, 9850188534	2.16	254
	ARAB MOHMADSAAD ZAKIRHUSEN	Mech	Magnus Corporation, Atul Powar, 8432977474	2.5	257
2023-24	JADHAV ALIAS MITHARI KAUSTUBH RAJENDRA	Mech	Asian Equipments, kishor Patil, 9850188534	2.16	258
	PATIL ANISH VASANT	Mech	Magnus Corporation, Atul Powar, 8432977474	1.6	261
	KAMBLE SHUBHAM BAJIRAO	Mech	Magnus Corporation, Atul Powar, 8432977474	1.6	262
	SHINDE SAHIL NITIN	Mech	Magnus Corporation, Atul Powar, 8432977474	1.8	263
	GURAV ROHIT HINDURAO	Mech	Magnus Corporation, Atul Powar, 8432977474	1.8	264
	JAGDALE ABHISHEK VIJAY	Mech	Magnus Corporation, Atul Powar, 8432977474	1.6	265
	LOHAR DHIRAJ SHIVAJI	Mech	cyient, M. R. Patil,	9.5	266
	JADHAV NIRANJAN JAYWANT	Mech	Asian Equipments, kishor Patil, 9850188534	2.16	268
	MHAMULKAR ABHIJIT HINDURAO	Mech	Ecokorea , Ranjangoan, Rahul Bohra, 7720053026	1.9	271
	TARALEKAR PRUTHVIRAJ CHANDRAKANT	Mech	Ecokorea , Ranjangoan, Rahul Bohra, 7720053026	1.9	272
	BHAT SAHIL PUNDALIK	Mech	Magnus Corporation, Atul Powar, 8432977474	1.6	273
	SASWADE SHRIKANT ARUN	Mech	Asian Equipments, kishor Patil, 9850188534	2.16	274
	SHINDE PRATHAMESH BHAGAVAN	Mech	Ecokorea , Ranjangoan, Rahul Bohra, 7720053026	1.9	277
	PATIL VAIBHAV RANGRAO	Mech	Magnus Corporation, Atul Powar, 8432977474	2.2	278
	GUJAR PRANAV JOTIRAM	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	279
	MAGDUM PRATHMESH SUDHIR	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	280
	BENDHALE SIDDHESH SANTOSH	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	281
	POWAR SOURAV SHASHIKANT	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	282
	DHERE SAURABH SATISH	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	283
	DHERE HARSH SATISH	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	284
	DESAI VISHWAJEET VIKAS	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	285
	KHOT VIVEK MADHUKAR	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	286
	JADHAV OMKAR SHASHIKANT	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	287
	GARAD NILESH JAYSING	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	288
	POPHALE YASH PRAVIN	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	289
	MANE PAVAN MAHADEV	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	290
	SAPALE GAURESH RAJESH	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	291
	KATE RAJVARDHAN KAMALAKAR	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	292
	KADAM PRANAV JAGADISH	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	293
	NAGARI DIPAK DEVENDRA	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	294
	BAWALE VISHWESH PRASANNA	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	295
	SHINDE CHAITANYA DILIP	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	296
	KHADE ROHIT VISHWAS	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	297
	SATHAM DIGAMBAR SUNIL	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	298
	PADALKAR ANIKET ASHOK	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	299
	BAGADI DHAIRYASHIL HINDURAO	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	300
	PATIL SUSHANT SANJAY	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	301
	WAIKAR RAHIL ANIS	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	302
	SAVARE AKANKSHA AKARAM	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	303
	KONDE SAMRUDDHI BABASAHEB	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	304
	WANGIKAR RUTUJA AAPPASO	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	305
	KUMBHAR ABHIJEET VILAS	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	306
	CHOUGULE SUMIT MANOHAR	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	307
	KHOT RUSHIKESH NAMDEV	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	308
	CHOUGULE SHIDHARTH SAMBHAJI	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	309
	MULLA JUBER SAMEER	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	310
	MOHITE VIVEK SHRIKANT	Mech	Oriental Yeast India Private Ltd - Devyani Desai 9011104441	2.4	311
	PATIL NIKHIL DNYANDEV	Mech	Magnus Corporation, Atul Powar, 8432977474	1.8	312
	Chand Sonali Dasharath	Elec	Cait Edusys - Inyantra, kiran Gaikvad, 9762736485	2.04	313
	Bhunde Payal Goma	Elec	Cait Edusys - Inyantra, kiran Gaikvad, 9762736485	2.04	315
	Arti Sarjerao kadam	Elec	Cait Edusys - Inyantra, kiran Gaikvad, 9762736485	2.04	317

Jadhav Sonali Babaso	Elec	Cait Edusys - Inyantra, kiran Gaikvad, 9762736485	2.04	319
Sakshi Manohar miraje	Elec	Cait Edusys - Inyantra, kiran Gaikvad, 9762736485	2.04	321
PATIL ATHARV SHIVAJI	Elec	Cait Edusys - Inyantra, kiran Gaikvad, 9762736485	2.04	323
Kamble Pranav Sunit	Elec	Asian Equipments, kishor Patil, 9850188534	2.16	325
Bodke Harshal Bapue	Elec	Asian Equipments, kishor Patil, 9850188534	2.16	328
Ghewari Raviraj N	Elec	Cait Edusys - Inyantra, kiran Gaikvad, 9762736485	2.04	331
Jadhav Sourav Babanrao	Elec	Cait Edusys - Inyantra, kiran Gaikvad, 9762736485	2.04	333
Jamadar Nihal Isak	Elec	Cait Edusys - Inyantra, kiran Gaikvad, 9762736485	2.04	335
Gawade Omkar Ashok	Elec	Cait Edusys - Inyantra, kiran Gaikvad, 9762736485	2.04	337
Patil Sharvari Dadaso	Elec	Asian Equipments, kishor Patil, 9850188534	2.16	339
Shinde sampada bhaskar	Elec	Asian Equipments, kishor Patil, 9850188534	2.16	342
Urmila Hindurao Varape	Elec	Asian Equipments, kishor Patil, 9850188534	2.16	345
patil vishwas dilip	Elec	motherson, Suraj Powar, 9881982498	3	348
Desai Yuvraj Yashawant	Elec	Asian Equipments, kishor Patil, 9850188534	2.16	350
Jagganawar Nagesh Hanamant	Elec	Asian Equipments, kishor Patil, 9850188534	2.16	353
Yeloore Prajkta Bandu	Elec	Asian Equipments, kishor Patil, 9850188534	2.16	356
Amit Latawdekar	Elec	kabra Extrusiontechnik ltd, Sai Ranjan Rath, 8511152180	3.2	359
Bavane Anil Dasharath	Elec	motherson, Suraj Powar, 9881982498	3	362
kamble pranav sunil	Elec	motherson, Suraj Powar, 9881982498	3	364
Patil sammed sidgonda	Elec	motherson, Suraj Powar, 9881982498	3	366
Powar Atul Vilas	Elec	motherson, Suraj Powar, 9881982498	3	368
Vaibhavi Satish Patil	Elec	motherson, Suraj Powar, 9881982498	3	369
Sandip Gurav Lalaso	Elec	Cait Edusys - Inyantra, kiran Gaikvad, 9762736485	2.04	370
Kurane Prashant Babaso	Elec	Asian Equipments, kishor Patil, 9850188534	2.16	372
Pranavkumar Dinde	Elec	TCS- Hrishikesh Dhande -9923266041	3.8	375
AGA FAIZAL AFTAB	Elec	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	395
Dakare Nikhil Ramesh	Elec	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	399
Devlekar Nadim Majid	Elec	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	403
Prathmesh Annaso Jadhav	Elec	Edulight Solutions LLP, Peanoti Patil, 9096535589	1.74	407

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ENGINEERING & TECHNOLOGY INSTITUTE, PANHALA

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Permanent Affiliation by Dr. Babasaheb Ambedkar Technological University, Raigad

ANNUAL TRAINING AND PLACEMENT REPORT

-SANJEEVAN ENGINEERING AND TECHNOLOGY INSTITUTE, PANHALA

(2023-24)

we are pleased to present the Annual Placement Report for the academic year 2023-24 at Sanjeevan Engineering Technology Institute Panhala. This year has been a remarkable one for our institution, as we have witnessed a significant increase in the number of students successfully placed compared to the previous year, as we are reaching 163 placements, only some offer letters and selection mails have not been received we are collecting them.

Key Highlights:

Total Students Eligible for Placements: 267

Number of Students Placed:163 (Continues placement is Going On offer letter is till we area collection

Total Offer Letters& Mails - 162

Pending With Offer Letters - 01

Overall Placement Percentage: 61.00%

Placement Growth: A Testament to Excellence

This year's placement results at Sanjeevan Group of Institutions, Panhala, Kolhapur, have showcased a remarkable improvement compared to the previous academic year. This significant growth in placement success is the result of various strategic efforts and initiatives:

Key Factors Behind the Growth

1. **Increased Industry Partnerships:**
   We expanded our reach by building partnerships with a diverse range of companies across multiple sectors. These collaborations ensured a broader spectrum of opportunities for our students, catering to both their interests and industry demands.
2. **Collaborative Training Programs:**
   Through intensive training programs in association with esteemed organizations like GTT Foundation, Rubicon Skills Pune, and Fuel Pune, we equipped students with.

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industry-relevant skills. These programs were instrumental in making our students more job-ready and competitive.

3. **Diverse Job Opportunities:**
   The breadth of job roles offered, spanning core engineering domains and emerging technology fields, added to the placement's success. We actively pursued internships, co-op programs, and full-time positions that matched the aspirations of our students.

4. **Enhanced Career Services:**
   Our Career Services Department provided robust support, including personalized counseling, resume-building workshops, interview preparation sessions, and networking events. These efforts ensured students were thoroughly prepared to face recruiters with confidence.

Notable Recruiters for 2023-24

We are proud to share that several prestigious organizations recruited our students this year:

- **TCS**
- **I Value**
- **Asian Equipment's**
- **Wisline Edutech LLP**
- **Edulight**
- **Oriental Systems Pvt Ltd**
- **Mega Corpsol**
- **Magnus Corporation**
- **R R InfraProjects**
- **Kabra Extrusiontechnik Ltd**
- **Tata Motors**
- **Walchand Industries Ltd**
- **Pentagon Space Pvt Ltd**
- **Motherson**
- **Flash Electrical**
- **In-Yantra**
- **Ecokorea, Ranjangaon**
- **Nirmal Build Tech**
- **Sharda Motors Industries Ltd**
- **Radiant, Pune**
- **Jobinsight**

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- **Emetech**
- **CAIT EDUSYS Pvt Ltd**

We deeply value the trust these organizations have placed in our students and are immensely grateful for their collaboration.

Looking Ahead: Future Initiatives

To continue this trajectory of growth, we aim to:

- Further strengthen relationships with existing industry partners and establish new ones.
- Introduce advanced training programs aligned with evolving market demands.
- Explore collaborations with emerging startups and multinational companies.
- Focus on empowering students with cutting-edge skills to remain competitive in the global job market.

This year's achievements underscore our commitment to fostering excellence in education and employment readiness. We look forward to building on this momentum and supporting our students in achieving their career aspirations.

5.2.1 Number of Placements of outgoing students during the year

Sr. No	Year	Name of student placed and contact details	Program graduated from	Year of Graduation	Name of the employer with contact details	Pay package at appointment
1	2023 - 2024	Samruddhi Sasavade	CSE	2024	TCS	3.7
2	2023 - 2024	Swaroop Chougule	CSE	2024	TCS	3.7
3	2023 - 2024	Swapnil Powar	CSE	2024	Synoptics	6
4	2023 - 2024	Karan Kundalik Barale	CSE	2024	QSpiders	1.8
5	2023 - 2024	Ashitosh Shivaji Jagtap	CSE	2024	QSpiders	1.8
6	2023 - 2024	Yashraj Anandrao Dinde	CSE	2024	QSpiders	1.8
7	2023 -	Vishakha Vasant khot	CSE	2024	QSpiders	1.8

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	2024					
8	2023 - 2024	Dhairyashil hindurao bagadi	CSE	2024	QSpiders	1.8
9	2023 - 2024	Snehal Dipak Pallakhe	CSE	2024	QSpiders	1.8
10	2023 - 2024	Sanket Sambhaji Balip	CSE	2024	QSpiders	1.8
11	2023 - 2024	Harshada Patil	CSE	2024	QSpiders	1.8
12	2023 - 2024	Rutuja Lohar	CSE	2024	Eaglebyte Solutions Pvt Ltd	2.2
13	2023 - 2024	Shreyas Jadhav	CSE	2024	I-VALUE	2.2
14	2023 - 2024	Vinayak Pachange	CSE	2024	Eaglebyte Solutions Pvt Ltd	2.2
15	2023 - 2024	prajakta sukumar Anuse	CSE	2024	Wisline Edutech LLP	1.98
16	2023 - 2024	Akanksha Sutar	CSE	2024	Reap Mind	2.2
17	2023 - 2024	Gayatri Patil	CSE	2024	Eaglebyte Solutions Pvt Ltd	2.2
18	2023 - 2024	Mrunali Mahadev Hirave	CSE	2024	Eaglebyte Solutions Pvt Ltd	2.2
19	2023 - 2024	Samrudhi Parmaj	CSE	2024	Radiant, Pune	1.8
20	2023 - 2024	Yashraj Anandrao Dinde	CSE	2024	Pentagon Space	2.4
21	2023 - 2024	Snehal Dipak Pallakhe	CSE	2024	Pentagon Space	2.4
22	2023 - 2024	Rushikesh Bhausaheb Gaikwad	CSE	2024	Wisline Edutech LLP	1.98
23	2023 - 2024	Prachi shivaji Patil	CSE	2024	Wisline Edutech LLP	1.98

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24	2023 - 2024	VISHAL MANIK SHINDE	CSE	2024	Wisline Edutech LLP	1.98
25	2023 - 2024	Sayali madhukar patil	CSE	2024	Wisline Edutech LLP	1.98
26	2023 - 2024	Vaishnavi Suresh Desai	CSE	2024	Wisline Edutech LLP	1.98
27	2023 - 2024	Shivanand Bhagwan Patil	CSE	2024	Wisline Edutech LLP	1.98
28	2023 - 2024	Pranali Bharat Kamble	CSE	2024	Wisline Edutech LLP	1.98
29	2023 - 2024	Sammed Sunil Chougule	CSE	2024	Wisline Edutech LLP	1.98
30	2023 - 2024	Aniruddha Ashok Patil	CSE	2024	Wisline Edutech LLP	1.98
31	2023 - 2024	Prajwal Anil Suryawanshi	CSE	2024	Wisline Edutech LLP	1.98
32	2023 - 2024	Chinmay Chandrakant Gavali	CSE	2024	Wisline Edutech LLP	1.98
33	2023 - 2024	Rucha kumar kamble	CSE	2024	Wisline Edutech LLP	1.98
34	2023 - 2024	Krishnaprasad Prakash Gawade	CSE	2024	Wisline Edutech LLP	1.98
35	2023 - 2024	Sakshi Hunnare	CSE	2024	Wisline Edutech LLP	1.98
36	2023 - 2024	Ajay Mahadev Dalavi	CSE	2024	Wisline Edutech LLP	1.98
37	2023 - 2024	Sushant Narayan Shelar	CSE	2024	Wisline Edutech LLP	1.98
38	2023 - 2024	Saurabh Ravindra khot	CSE	2024	Wisline Edutech LLP	1.98

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39	2023 - 2024	Saloni Ashok Patil	CSE	2024	Wisline Edutech LLP	1.98
40	2023 - 2024	Harshal Shivaling Bobade	CSE	2024	Wisline Edutech LLP	1.98
41	2023 - 2024	Sayali Sagar Patil	CSE	2024	Wisline Edutech LLP	1.98
42	2023 - 2024	Amit Anil Dantal	CSE	2024	IValue Banglore	3.0
43	2023 - 2024	Shivam V Jadhav	Civil	2024	Nirmal Build Tech	2.5
44	2023 - 2024	Abhishek Jugale	Civil	2024	Nirmal Build Tech	2.5
45	2023 - 2024	Soham Katkar	Civil	2024	Nirmal Build Tech	2.5
46	2023 - 2024	Yogesh Patil, Kolhapur	Civil	2024	Edulight Solutions LLP	1.74
47	2023 - 2024	Abhishek Jungale, Kolhapur	Civil	2024	Edulight Solutions LLP	1.74
48	2023 - 2024	Vivek Nikam, Kolhapur	Civil	2024	Edulight Solutions LLP	1.74
49	2023 - 2024	Rounak Patil, Kasbedhana,Panhala	Civil	2024	Edulight Solutions LLP	1.74
50	2023 - 2024	MANE AADITYA BAJIRAO	Civil	2024	R. R. INFRAPROJECTS, Panvel	3.5
51	2023 - 2024	SHABDALI SHIVAJI CHOUGULE	Civil	2024	Edulight Solutions LLP	1.74
52	2023 - 2024	SHINDE SANKET SURYAKANT	Civil	2024	Edulight Solutions LLP	1.74
53	2023 - 2024	NIRUKHE SHIVRAJ SARJERAO	Civil	2024	Edulight Solutions LLP	1.74
54	2023 - 2024	OTARI YASH MANOJ	Civil	2024	Nabard Pvt ltd. Zilla parashad Jal Jeevan vibhag	4.5
55	2023 - 2024	Madhav Lokande	Civil	2024	Nirmal Build Tech	2.5

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	2023 - 2024	Dadasaheb Navneet Dhangar	Civil	2024	Edulight Solutions LLP	1.74
56	2023 - 2024	Shivam Arun Chavan	Civil	2024	Edulight Solutions LLP	1.74
57	2023 - 2024	Harshavaradhn Jagannath Patil	Civil	2024	Edulight Solutions LLP	1.74
58	2023 - 2024	Jayesh Rajaram Solankurkar	Civil	2024	Edulight Solutions LLP	1.74
59	2023 - 2024	Sumit Suresh Patil	Civil	2024	Edulight Solutions LLP	1.74
60	2023 - 2024	Supriya Subhash Futane	Civil	2024	Edulight Solutions LLP	1.74
61	2023 - 2024	Mane Aaditya Bajirao	Civil	2024	Edulight Solutions LLP	1.74
62	2023 - 2024	Desai Janardan Dattatray	Civil	2024	Edulight Solutions LLP	1.74
63	2023 - 2024	Patil Vinayak Vilas	Civil	2024	Edulight Solutions LLP	1.74
64	2023 - 2024	Patil Rohit Dinkar	Civil	2024	Edulight Solutions LLP	1.74
65	2023 - 2024	Dadasaheb Navneet Dhangar	Civil	2024	Edulight Solutions LLP	1.74
66	2023 - 2024	Akanksha Akaram Savare	Mech	2024	Sharda Motors Industries LTD	1.8
67	2023 - 2024	Aniket Rajendra Kadavekar	Mech	2024	Sharda Motors Industries LTD	1.8
68	2023 - 2024	Nikhil Bhimarao Kadam	Mech	2024	Sharda Motors Industries LTD	1.8
69	2023 - 2024	Pranali Babasaheb Kumbhar	Mech	2024	Sharda Motors Industries LTD	1.8
70	2023 - 2024	Saurav Shashikant Powar	Mech	2024	Sharda Motors Industries LTD	1.8
71	2023 - 2024	Shubham Maruti Shete	Mech	2024	Sharda Motors Industries LTD	1.8
72						

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73	2023 - 2024	Siddhesh Santosh Bendkhale	Mech	2024	Sharda Motors Industries LTD	1.8
74	2023 - 2024	Siddhesh Sunil Shinde	Mech	2024	Sharda Motors Industries LTD	1.8
75	2023 - 2024	Sunil Bhagwan Sawant	Mech	2024	Sharda Motors Industries LTD	1.8
76	2023 - 2024	Shubham Tukaram Khot	Mech	2024	Sharda Motors Industries LTD	1.8
77	2023 - 2024	KHOCHIKAR AHAD SAMAD	Mech	2024	Asian Equipments	2.16
78	2023 - 2024	MANE PRADIP SHAMRAO	Mech	2024	Asian Equipments	2.16
79	2023 - 2024	POWAR SOURAV SHASHIKANT	Mech	2024	orientel Sysytems	2.5
80	2023 - 2024	NAIK SHRIDHAR YUVRAJ	Mech	2024	Asian Equipments	2.16
81	2023 - 2024	SHIKHARE PRAMOD GUNDA	Mech	2024	Asian Equipments	2.16
82	2023 - 2024	SHIKHARE NILESH SHIVAJI	Mech	2024	Asian Equipments	2.16
83	2023 - 2024	ARAB MOHMADSAAD ZAKIRHUSEN	Mech	2024	Magnus Corporation	2.5
84	2023 - 2024	JADHAV ALIAS MITHARI KAUSTUBH RAJENDRA	Mech	2024	Asian Equipments	2.16
85	2023 - 2024	PATIL ANISH VASANT	Mech	2024	Magnus Corporation	1.6
86	2023 - 2024	KAMBLE SHUBHAM BAJIRAO	Mech	2024	Magnus Corporation	1.6
87	2023 - 2024	SHINDE SAHIL NITIN	Mech	2024	Magnus Corporation	1.8
88	2023 - 2024	GURAV ROHIT HINDURAO	Mech	2024	Magnus Corporation	1.8
89	2023 -	JAGDALE ABHISHEK VIJAY	Mech	2024	Magnus Corporation	1.6

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	2024					
90	2023 - 2024	LOHAR DHIRAJ SHIVAJI	Mech	2024	cyient	9.5
91	2023 - 2024	JADHAV NIRANJAN JAYWANT	Mech	2024	Asian Equipments	2.16
92	2023 - 2024	MHAMULKAR ABHIJIT HINDURAO	Mech	2024	Ecokorea , Ranjangoan	1.9
93	2023 - 2024	TARALEKAR PRUTHVIRAJ CHANDRAKANT	Mech	2024	Ecokorea , Ranjangoan	1.9
94	2023 - 2024	BHAT SAHIL PUNDALIK	Mech	2024	Magnus Corporation	1.6
95	2023 - 2024	SASWADE SHRIKANT ARUN	Mech	2024	Asian Equipments	2.16
96	2023 - 2024	SHINDE PRATHAMESH BHAGAVAN	Mech	2024	Ecokorea , Ranjangoan	1.9
97	2023 - 2024	PATIL VAIBHAV RANGRAO	Mech	2024	Magnus Corporation	2.2
98	2023 - 2024	GUJAR PRANAV JOTIRAM	Mech	2024	Oriental Yeast India Private Ltd	2.4
99	2023 - 2024	MAGDUM PRATHMESH SUDHIR	Mech	2024	Oriental Yeast India Private Ltd	2.4
100	2023 - 2024	BENDHALE SIDDHESH SANTOSH	Mech	2024	Oriental Yeast India Private Ltd	2.4
101	2023 - 2024	POWAR SOURAV SHASHIKANT	Mech	2024	Oriental Yeast India Private Ltd	2.4
102	2023 - 2024	DHERE SAURABH SATISH	Mech	2024	Oriental Yeast India Private Ltd	2.4
103	2023 - 2024	DHERE HARSH SATISH	Mech	2024	Oriental Yeast India Private Ltd	2.4
104	2023 - 2024	DESAI VISHWAJEET VIKAS	Mech	2024	Oriental Yeast India Private Ltd	2.4
105	2023 - 2024	KHOT VIVEK MADHUKAR	Mech	2024	Oriental Yeast India Private Ltd	2.4

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106	2023 - 2024	JADHAV OMKAR SHASHIKANT	Mech	2024	Oriental Yeast India Private Ltd	2.4
107	2023 - 2024	GARAD NILESH JAYSING	Mech	2024	Oriental Yeast India Private Ltd	2.4
108	2023 - 2024	POPHALE YASH PRAVIN	Mech	2024	Oriental Yeast India Private Ltd	2.4
109	2023 - 2024	MANE PAVAN MAHADEV	Mech	2024	Oriental Yeast India Private Ltd	2.4
110	2023 - 2024	SAPALE GAURESH RAJESH	Mech	2024	Oriental Yeast India Private Ltd	2.4
111	2023 - 2024	KATE RAJVARDHAN KAMALAKAR	Mech	2024	Oriental Yeast India Private Ltd	2.4
112	2023 - 2024	KADAM PRANAV JAGADISH	Mech	2024	Oriental Yeast India Private Ltd	2.4
113	2023 - 2024	NAGARI DIPAK DEVENDRA	Mech	2024	Oriental Yeast India Private Ltd	2.4
114	2023 - 2024	BAWALE VISHWESH PRASANNA	Mech	2024	Oriental Yeast India Private Ltd	2.4
115	2023 - 2024	SHINDE CHAITANYA DILIP	Mech	2024	Oriental Yeast India Private Ltd	2.4
116	2023 - 2024	KHADE ROHIT VISHWAS	Mech	2024	Oriental Yeast India Private Ltd	2.4
117	2023 - 2024	SATHAM DIGAMBAR SUNIL	Mech	2024	Oriental Yeast India Private Ltd	2.4
118	2023 - 2024	PADALKAR ANIKET ASHOK	Mech	2024	Oriental Yeast India Private Ltd	2.4
119	2023 - 2024	BAGADI DHAIRYASHIL HINDURAO	Mech	2024	Oriental Yeast India Private Ltd	2.4
120	2023 - 2024	PATIL SUSHANT SANJAY	Mech	2024	Oriental Yeast India Private Ltd	2.4
121	2023 - 2024	WAIKAR RAHIL ANIS	Mech	2024	Oriental Yeast India Private Ltd	2.4
122	2023 - 2024	SAVARE AKANKSHA AKARAM	Mech	2024	Oriental Yeast India Private Ltd	2.4

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123	2023 - 2024	KONDE SAMRUDDHI BABASAHEB	Mech	2024	Oriental Yeast India Private Ltd	2.4
124	2023 - 2024	WANGIKAR RUTUJA AAPPASO	Mech	2024	Oriental Yeast India Private Ltd	2.4
125	2023 - 2024	KUMBHAR ABHIJEET VILAS	Mech	2024	Oriental Yeast India Private Ltd	2.4
126	2023 - 2024	CHOUGULE SUMIT MANOHAR	Mech	2024	Oriental Yeast India Private Ltd	2.4
127	2023 - 2024	KHOT RUSHIKESH NAMDEV	Mech	2024	Oriental Yeast India Private Ltd	2.4
128	2023 - 2024	CHOUGULE SHIDHARTH SAMBHAJI	Mech	2024	Oriental Yeast India Private Ltd	2.4
129	2023 - 2024	MULLA JUBER SAMEER	Mech	2024	Oriental Yeast India Private Ltd	2.4
130	2023 - 2024	MOHITE VIVEK SHRIKANT	Mech	2024	Oriental Yeast India Private Ltd	2.4
131	2023 - 2024	PATIL NIKHIL DNYANDEV	Mech	2024	Magnus Corporation	1.8
132	2023 - 2024	Chand Sonali Dasharath	Elec	2024	Cait Edusys - Inyantra	2.04
133		Bhunde Payal Goma	Elec	2024	Cait Edusys - Inyantra	2.04
134		Arti Sarjerao kadam	Elec	2024	Cait Edusys - Inyantra	2.04
135	2023 - 2024	Jadhav Sonali Babaso	Elec	2024	Cait Edusys - Inyantra	2.04
136	2023 - 2024	Sakshi Manohar miraje	Elec	2024	Cait Edusys - Inyantra	2.04
137	2023 - 2024	PATIL ATHARV SHIVAJI	Elec	2024	Cait Edusys - Inyantra	2.04
138	2023 - 2024	Kamble Pranav Sunit	Elec	2024	Asian Equipments	2.16
139	2023 - 2024	Bodke Harshal Bapue	Elec	2024	Asian Equipments	2.16
140	2023 -	Ghewari Raviraj N	Elec	2024	Cait Edusys - Inyantra	2.04

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	2024					
	2023 - 2024	Jadhav Sourav Babanrao	Elec	2024	Cait Edusys - Inyantra	2.04
141						
	2023 - 2024	Jamadar Nihal Isak	Elec	2024	Cait Edusys - Inyantra	2.04
142						
	2023 - 2024	Gawade Omkar Ashok	Elec	2024	Cait Edusys - Inyantra	2.04
143						
	2023 - 2024	Patil Sharvari Dadaso	Elec	2024	Asian Equipments	2.16
144						
	2023 - 2024	Shinde sampada bhaskar	Elec	2024	Asian Equipments	2.16
145						
	2023 - 2024	Urmila Hindurao Varape	Elec	2024	Asian Equipments	2.16
146						
	2023 - 2024	patil vishwas dilip	Elec	2024	motherson	3
147						
	2023 - 2024	Desai Yuvraj Yashawant	Elec	2024	Asian Equipments	2.16
148						
	2023 - 2024	Jagganawar Nagesh Hanamant	Elec	2024	Asian Equipments	2.16
149						
	2023 - 2024	Yeloore Prajkta Bandu	Elec	2024	Asian Equipments	2.16
150						
	2023 - 2024	Amit Latawdekar	Elec	2024	kabra Extrusiontechnik ltd	3.2
151						
	2023 - 2024	Bavane Anil Dasharath	Elec	2024	Motherson	3
152						
	2023 - 2024	kamble pranav sunil	Elec	2024	Motherson	3
153						
	2023 - 2024	Patil sammed sidgonda	Elec	2024	Motherson	3
154						
	2023 - 2024	Powar Atul Vilas	Elec	2024	motherson	3
155						
	2023 - 2024	Vaibhavi Satish Patil	Elec	2024	Motherason	3
156						
	2023 -	Sandip Gurav Lalaso	Elec	2024	Cait Edusys - Inyantra	2.04
157						

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	2024						
158	2023 - 2024	Kurane Prashant Babaso	Elec	2024	Asian Equipments	2.16	
159	2023 - 2024	Pranavkumar Dinde	Elec	2024	TCS	3.8	
160	2023 - 2024	AGA FAIZAL AFTAB	Elec	2024	Edulight Solutions LLP	1.74	
161	2023 - 2024	Dakare Nikhil Ramesh	Elec	2024	Edulight Solutions LLP	1.74	
162	2023 - 2024	Devlekar Nadim Majid	Elec	2024	Edulight Solutions LLP	1.74	
163	2023 - 2024	Prathmesh Annaso Jadhav	Elec	2024	Edulight Solutions LLP	1.74	

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Offer: Computer Consultancy
Ref: TCSL/DT20234116615/Pune
Date: 16/07/2024

Ms. Samruddhi Sudhir Sasavade
Pranils Hostel , Deccan Gymkhana , Deccan, 411004,
Deccan,
Pune-411004,
Maharashtra.
Tel# -

Dear Samruddhi Sudhir Sasavade,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

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

4. **Communication Allowance**
   You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus
Your Performance Bonus will be **₹600/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

This Performance Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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

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

2. **Higher Hospitalisation**
   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

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

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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

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (From 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity
You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice

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sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or in extended working hours depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

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7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned in this offer letter.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and

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customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

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18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **19**. Submission of documents.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the NextStep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required

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- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,
address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training.The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

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

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Samruddhi Sudhir Sasavade**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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.

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India	**BHUBANESWAR** TCS XP HR Lead Tata Consultancy Services, Kalinga Park | Talent Development Block | Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	**CHENNAI** XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	**HYDERABAD** XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.	**KOLKATA** TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	**NAGPUR** TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	**TRIVANDRUM** TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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

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

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

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

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Offer: Computer Consultancy
Ref: TCSL/DT20245506204/Pune
Date: 19/07/2024

Mr. Swaroop Vishnu Chougule
Narsoba Chouk,
Porle Tarf Thane,
Kolhapur-416229,
Maharashtra.
Tel# -

Dear Swaroop Vishnu Chougule,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

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

4. **Communication Allowance**
   You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus
Your Performance Bonus will be **₹600/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

This Performance Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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

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2. **Higher Hospitalisation**
   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

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

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RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (From 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity
You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice

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sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or in extended working hours depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

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7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned in this offer letter.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and

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customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

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18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **19**. Submission of documents.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the NextStep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required

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- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,
address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training.The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

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

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Swaroop Vishnu Chougule**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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.

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India	**BHUBANESWAR** TCS XP HR Lead Tata Consultancy Services, Kalinga Park | Talent Development Block | Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	**CHENNAI** XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	**HYDERABAD** XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.	**KOLKATA** TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	**NAGPUR** TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	**TRIVANDRUM** TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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

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

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

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Offer Letter

Date 11/6/2024

Dear Mr/Ms Karan Kunclalik Barale.

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test

Your training journey at our esteemed incubation center is scheduled to commence on the 4th of July 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program. This encompassing training covers areas such **as Software Testing OR Software Development, and General Aptitude**. It is essential to note that this training module excludes any other programs.

RULES:

In order to participate in placement activities, certain rules must be adhered to diligently

1. **Attendance**: It is imperative to maintain a minimum attendance rate of **90%** for both classroom and practical sessions.

2 **Mobility:** Having the flexibility to consider relocating to various cities, including Bangalore, Chennai, Hyderabad, Pune, Mumbai, Ahmedabad, and Delhi for job interviews and potential opportunities is an aspect we greatly value in this program

3. **Timely Assignments:** Completing and submitting the assigned tasks promptly is expected as part of your training.

4 **Daily Presentations:** Active participation, including daily presentations, is a fundamental requirement for your growth in this program

5 **Documentation:** On your first day, please ensure you bring this offer letter along with all your semester marks cards, including 10th, 12th/PUC, Degree, college ID Card, and Government ID proof **for Verification purpose only**

6 **Placements**: Placement assistance will be provided for all the students with 90% attendance while attending internship or even after internship with Package b/w slab 1-3 5LPA to 5 5LPA or slab 2-5 5LPA to 9.5LPA [depending on company process & students' performance

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Your timely acceptance of this offer is essential for a seamless onboarding process.

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.

QSpiders, a prominent software training organization, is on a mission to bridge the gap between the ever-evolving demands of the industry and the conventional educational curricula. With a global presence through strategically located training centres, we provide a vital platform for ambitious young professionals to shape their enduring careers.

We firmly believe that businesses thrive when they have access to well-prepared talent. QSpiders offers a pragmatic approach to training, equipping students with a comprehensive skill set. Our industry-driven curriculum ensures students exceed industry benchmarks and stay at the forefront of trends.

QSpiders serves as more than just an organization, it acts as a driving force for success, moulding the careers of tomorrow, where enterprises can uncover outstanding talent, and aspirations can reach greater heights.

We are eager for your approval of our offer, envisioning it as the inception of a mutually advantageous relationship with our organization. Extending a warm welcome, we hold the genuine hope that your tenure with us will be gratifying, enduring, and mutually advantageous.

Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)

Authorised Signatory

JOINEE CONSENT

I _____ agree to accept the offer on the above-mentioned terms and conditions. I'll report in the month on _____ 202_ and adhere to all terms and conditions.

Joinee Signature: _____ Date: _____

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info@campus.qspiders.com

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Offer Letter

Date 1/6/2024

Dear Mr/Ms. Karan Kundalik Barale

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 4th of July 2024 Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program. This encompassing training covers areas such as **Software Testing OR Software Development**, and **General Aptitude**. It is essential to note that this training module excludes any other programs.

RULES:

In order to participate in placement activities, certain rules must be adhered to diligently:

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2. **Mobility:** Having the flexibility to consider relocating to various cities, including Bangalore, Chennai, Hyderabad, Pune, Mumbai, Ahmedabad, and Delhi for job interviews and potential opportunities is an aspect we greatly value in this program.

3. **Timely Assignments:** Completing and submitting the assigned tasks promptly is expected as part of your training.

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Your timely acceptance of this offer is essential for a seamless onboarding process.

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QSpiders serves as more than just an organization; it acts as a driving force for success, moulding the careers of tomorrow, where enterprises can uncover outstanding talent, and aspirations can reach greater heights.

We are eager for your approval of our offer, envisioning it as the inception of a mutually advantageous relationship with our organization. Extending a warm welcome, we hold the genuine hope that your tenure with us will be gratifying, enduring, and mutually advantageous.

Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)

Authorised Signatory

JOINEE CONSENT

I _____ agree to accept the offer on the above-mentioned terms and conditions. I'll report in the month on _____ **202_** and adhere to all terms and conditions.

Joinee Signature: _____ Date: _____

Offer Letter

Date 11/6/2024

Dear Mr/Ms Ashitosh Shivaji Jagtap

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 4th of July 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire **3-month** training program. This encompassing training covers areas such as **Software Testing OR Software Development**, and **General Aptitude**. It is essential to note that this training module excludes any other programs.

RULES:

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Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)

QSPIDERS

Authorized Signatory

---------- **JOINEE CONSENT** ----------

I _____ agree to accept the offer on the above-mentioned terms and conditions. I'll report in the month on _____ **202_** and adhere to all terms and conditions.

Joinee Signature: _____ Date: _____

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Yashraj Nandlal Sir

NOTE

no charges

as Software Testing

Software Development and **General Aptitude**

RULES

In order to participate in placement activities, certain rules must be

1. **Attendance**: It is imperative to maintain a minimum attendance of 90%

2. **Mobility**: Having the flexibility to consider relocating to various cities

Chennai, Hyderabad, Pune, Mumbai, Ahmedabad and Delhi for job

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3. **Timely Assignments**: Completing and submitting the assigned tasks promptly

a part of your training

4. **Daily Presentations**: Active participation including daily presentations

requirement for your growth in this program

5. **Documentation**: On your first day, please ensure you bring the

your semester marks cards including 10th, 12th PUC, Degree

Government ID proof **for Verification purpose only**

6. **Placements**: Placement assistance will be provided to all the students

Internship or even after internship with Package b/w 3LPA to

3LPA to 7LPA (depending on your performance, skills, attitude

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A [illegible]

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[illegible]

[illegible] businesses thrive when they have [illegible] pragmatic approach to training equips [illegible] driven curriculums ensures [illegible] of trends.

[illegible] more than just an organization; it acts as a [illegible] the careers of tomorrow, where enterprises can uncover outstanding talent [illegible] businesses can reach greater heights.

[illegible] eager for your approval of our offer, envisioning it as the inception of a mutually advantageous relationship with our organization. Extending a warm welcome, we [illegible] that your tenure with us will be gratifying, enduring, and mutually advantageous.

Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)

QSPIDERS Authorized Signatory

Received 05/01/[illegible]

JOINEE CONSENT

I [illegible] agree to accept the offer on the above mentioned terms and conditions. I'll report on the month on [illegible] 202[illegible]

I confirm that all terms and conditions

Joinee Signature

Date

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Offer Letter

Date 11/6/2024

Dear Mr/Ms. Vishakha Vasant Khot.

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 4th of July 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program. This encompassing training covers areas such as **Software Testing OR Software Development**, and **General Aptitude**. It is essential to note that this training module excludes any other programs.

RULES:

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QSpiders, a prominent software training organization, is on a mission to bridge the gap between the ever-evolving demands of the industry and the conventional educational curricula. With a global presence through strategically located training centres, we provide a vital platform for ambitious young professionals to shape their enduring careers.

We firmly believe that businesses thrive when they have access to well-prepared talent. QSpiders offers a pragmatic approach to training, equipping students with a comprehensive skill set. Our industry-driven curriculum ensures students exceed industry benchmarks and stay at the forefront of trends.

QSpiders serves as more than just an organization, it acts as a driving force for success, moulding the careers of tomorrow, where enterprises can uncover outstanding talent, and aspirations can reach greater heights.

We are eager for your approval of our offer, envisioning it as the inception of a mutually advantageous relationship with our organization. Extending a warm welcome, we hold the genuine hope that your tenure with us will be gratifying, enduring, and mutually advantageous.

Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)

Authorised Signatory

---------- **JOINEE CONSENT** ----------

I _____ agree to accept the offer on the above-mentioned terms and conditions. I'll report in the month on _____ **202_** and adhere to all terms and conditions.

Joinee Signature: _____ Date _____

9513664738 / 9663035838 / 8951822858

info@campus.qspiders.com

01, Hayavadana Rao Rd, Basappa Layout, Gayitpuram Extention

CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

Jspiders

Offer Letter

Date 11/6/2024

Dear Mr/Ms. Dhairyashil hindurao bagade

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test

Your training journey at our esteemed incubation center is scheduled to commence on the 4th of July 2024 Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program This encompassing training covers areas such as **Software Testing** OR **Software Development**, and **General Aptitude** It is essential to note that this training module excludes any other programs

RULES:

In order to participate in placement activities, certain rules must be adhered to diligently

1. **Attendance:** It is imperative to maintain a minimum attendance rate of **90%** for both classroom and practical sessions

2. **Mobility:** Having the flexibility to consider relocating to various cities, including Bangalore Chennai, Hyderabad, Pune, Mumbai, Ahmedabad, and Delhi for job interviews and potential opportunities is an aspect we greatly value in this program

3. **Timely Assignments:** Completing and submitting the assigned tasks promptly is expected as part of your training.

4. **Daily Presentations:** Active participation, including daily presentations, is a fundamental requirement for your growth in this program.

5. **Documentation:** On your first day, please ensure you bring this offer letter along with all your semester marks cards, including 10th, 12th/PUC, Degree, college ID Card, and Government ID proof **for Verification purpose only**

6.**Placements**: Placement assistance will be provided for all the students with 90% attendance while attending internship or even after internship with Package b/w slab 1-3.5LPA to 5 5LPA or slab 2-5.5LPA to 9.5LPA |depending on company process & students' performance

9513684738 / 9663035838 / 8951922866

info@campus.qspiders.com

01, Hayavadana Rao Rd, Basappa Layout, Govipuram Extention
Kempegowda Nagar, Bengaluru Karnataka 560019

CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

Your timely acceptance of this offer is essential for a seamless onboarding process

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity

QSpiders, a prominent software training organization, is on a mission to bridge the gap between the ever-evolving demands of the industry and the conventional educational curricula. With a global presence through strategically located training centres, we provide a vital platform for ambitious young professionals to shape their enduring careers

We firmly believe that businesses thrive when they have access to well-prepared talent. QSpiders offers a pragmatic approach to training, equipping students with a comprehensive skill set. Our industry-driven curriculum ensures students exceed industry benchmarks and stay at the forefront of trends.

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Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)

Authorized Signatory

---------- **JOINEE CONSENT** ----------

I _____ _____ _____ agree to accept the offer on the above-mentioned terms and conditions. I'll report in the month on _____ 202_ and adhere to all terms and conditions.

Joinee Signature: _____ _____ _____ _____ Date: _____

9513684738 / 9883035838 / 8951922956

info@campus-qspiders.com

01, Hayavadana Rao Rd, Basappa Layout, Govipuram Extention, Kempegowda Nagar, Bengaluru, Karnataka 560019

CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

qspiders

Offer Letter

Date 11/6/2024

Dear Mr/Ms Snehal Dipak Pallakhe

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test

Your training journey at our esteemed incubation center is scheduled to commence on the 4th of July 2024 Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program This encompassing training covers areas such as **Software Testing OR Software Development**, and **General Aptitude**. It is essential to note that this training module excludes any other programs.

RULES:

In order to participate in placement activities, certain rules must be adhered to diligently.

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9513684738 / 9663035838 / 8951922956

info@campus.qspiders.com

01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extention, Kempegowda Nagar, Bengaluru, Karnataka 560019

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QSpiders serves as more than just an organization, it acts as a driving force for success, moulding the careers of tomorrow, where enterprises can uncover outstanding talent, and aspirations can reach greater heights.

We are eager for your approval of our offer, envisioning it as the inception of a mutually advantageous relationship with our organization. Extending a warm welcome, we hold the genuine hope that your tenure with us will be gratifying, enduring, and mutually advantageous

Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)

Authorized Signatory

---------- JOINEE CONSENT ----------

I _____ agree to accept the offer on the above-mentioned terms and conditions. I'll report in the month on _____ 202_ and adhere to all terms and conditions

Joinee Signature: _____ Date _____

CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

qspiders

Offer Letter

Date 11/6/2024

Dear Mr/Ms Sanket Sambhaji Balip

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test

Your training journey at our esteemed incubation center is scheduled to commence on the 4th of July 2024 Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program This encompassing training covers areas such as **Software Testing** OR **Software Development**, and **General Aptitude** It is essential to note that this training module excludes any other programs

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9513684738 / 9663035838 / 8951922956

info@campus.qspiders.com

01 Hayavadana Rao Rd, Basappa Layout, Gavipuram Extention Kempegowda Nagar Bengaluru, Karnataka 560019



CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

spiders

Offer Letter

Date 11/6/2024

Dear Mr/Ms. Harshada patil

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test

Your training journey at our esteemed incubation center is scheduled to commence on the 4th of July 2024 Upon your joining, we will provide you with a comprehensive orientation, initiating your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program. This encompassing training covers areas such as **Software Testing** OR **Software Development**, and **General Aptitude**. It is essential to note that this training module excludes any other programs

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9513684738 / 9663036838 / 8951922956

info@campus.qspiders.com

01, Hayavadana Rao Rd, Basappa Layout, Gaviputam Extention, Kempegowda Nagar, Bengaluru, Karnataka 560019

OFFER LETTER

Ms. Rutuja Lohar **Date: 26-April-2024**

Dear Rutuja,

Consequent to your interview with EAGLEBYTE SOLUTIONS PVT LTD, we are pleased to offer you a position of **Jr. Full Stack Web Developer Trainee – IT Platform** with EAGLEBYTE SOLUTIONS PVT.LTD. Your **Date of Joining** will be **1st June 2024** and you have to confirm your date of joining within a 24 hours of receiving this offer letter.

Other terms of your offer are as follows:

- Your CTC (Fixed Gross Salary) will be **Rs 3,20,000/-** (Rs Three Lakh Twenty Thousand Only) per annum or Fixed Gross Salary will be Rs 26,666/- (Rs Twenty-Six Thousand Sixty-Six Hundred Only) per month.
- There will be stipend 5K per month for 4 months later completing probation and training period you will be starting with 3.2LPA. Kindly note stipend can be increase depends on your performance. If your performance is degraded then we should deduct amount in stipend.
- Whenever required you need to travel with team as it will be part of your job.
- As per company policy you will be in locking period with our organization for 12 months which will be starting after completing your probation period of 4 months basis on your performance.
- Candidate needs to carry her personal system while the joining period for at least 4 months of probation period.
- Please refer to the details of the salary break up in Annexure A.

Your employment with our organization will be governed by the current and future policies, rules and guidelines of EAGLEBYTE SOLUTIONS PVT LTD.

You will be eligible for Paid Leaves of 12 days for Casual Leaves which is Per year & also additional Holiday List of the year will be shared with you at the time of joining. According to Government Rules we deduct 200 Rs/- per month for 11 consecutive months, and for the last month according to rules, we deduct 300 Rs/- as a professional tax.

The offer letter is an intent of making an employment proposition and will be deemed concluded only on acceptance of appointment letter that will be given at the time of joining as well as on submission of all documents mentioned in Annexure B.
Please note that your employment is contingent upon submission of all the relevant documents mentioned in Annexure B.

The terms and conditions of your employment with EAGLEBYTE SOLUTIONS PVT LTD are as stated in this offer of employment letter supersede any prior representations made either verbally or in writing during any meetings or interviews with any EAGLEBYTE SOLUTIONS PVT LTD.

directors, recruiter or any other EAGLEBYTE SOLUTIONS PVT LTD. representative. Additionally, you're signing this offer of employment letter represents your understanding, agreement and acceptance to these terms and conditions as stated in this offer letter.

Rutuja, we welcome your decision of joining EAGLEBYTE SOLUTIONS PVT LTD, and I am sure that we will enjoy a mutually rewarding association

Annexure A

TOTAL REMUNERATION WORKSHEET Name: RUTUJA LOHAR Designation: Jr. Full Stack Web Developer Trainee – IT Platform Location: Nashik		
CONSOLIDATED SALARY, ALLOWANCES, REIMBURSEMENTS AND BENEFITS		
(All figures in Rs.)		
Details	**Monthly (Rs.)**	**Annually (Rs.)**
Base Salary (including DA)	26,666	3,20,000
House Rent Allowance (Remote)	NA	NA
Telephone Allowance	NA	NA
Travel Allowance	NA	NA
Meal Allowance (M)	NA	NA
Petrol Allowance	NA	NA
Miscellaneous Allowance	NA	NA
Other Allowance	NA	NA
Bonus	NA	NA
Provident Fund Contribution(P)	NA	NA
Health Insurance (C)	NA	NA
Professional Tax (D)	200 (100 additional for last 12th month)	2500
GROSS SALARY (A)	**26,666**	3,20,000
Net Take Home Salary (E) = (A-C-D-P)	**26,466**	3,17,500
Provident Fund Employer Contribution(F)	NA	NA
Gratuity(G)	NA*	NA
Project Variable Allowance(B)	NA	NA
CTC Per Year(A+F+G+B)	**26,666**	**3,20,000**
CTC In Words	**THREE LAKH TWENTY THOUSAND ONLY**	

I, RUTUJA, accept the offer and will confirm my Date of Joining within a week of receiving this offer letter and willing to work from office.

As per company policy, contribution towards Provident Fund is not mandatory, if you want to contribute towards PF, company will adjust CTC accordingly.

MR. OM KATHE
EAGLEBYTE
SOLUTION PVT LTD

RUTUJA LOHAR

Annexure B

Sub: Documents

Please Share with Signed Offer Letter		
Sr No	**Particular**	**Yes/Pending**
1	Updated Resume (self-attached)	
2	Copy of Accepted Offer Letter (signed on both pages)	
3	Photocopy of all Educational Mark sheet (self-attached)	
4	Photocopy of all Educational Diploma Certificate (self-attached)	
5	Relieving/Appointment letter (All Previous employment (self-attached)	
6	2 passport size photos	
7	Pan Card copy (self-attached)	
8	ID Proof (Driving license/ Voter ID/ Ration Card/ Passport/ Aadhar Card) [self-attested]	

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Labels

Fwd: Selection Confirmation - iValue Infosolutions Ltd

Inbox ×

TPO SETI
to me

---------- Forwarded message ----------
From: **Principal, Sanjeevan Group of Institutions.** <principal@seli.edu.in>
Date: Wed, Dec 18, 2024, 12:22 PM
Subject: Fwd: Selection Confirmation - iValue Infosolutions Ltd
To: tpo <tpo@seli.edu.in>

For your information & necessary communication.

---------- Forwarded message ----------
From: **Mahesh C N** <Mahesh.CN@ivalue.co.in>
Date: Mon, Dec 9, 2024 at 11:08 AM
Subject: Selection Confirmation - iValue Infosolutions Ltd
To: Principal, Sanjeevan Group of Institutions. <principal@seli.edu.in>
Cc: Reemi Palattel <reemip@ivalue.co.in>

Dear Sir,

At the outset, I thank you for the opportunity provided to us to be at your campus and for the I Value from 1st June 2026.

We congratulate them on their selection and look forward to having them on board as plainee they can reach out to Reemi, Head – Corporate HR marked on the copy on the email.

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At the outset, I thank you for the opportunity provided to us to be at your campus and for the I

Value from 1st June 2025.

We congratulate them on their selection and look forward to having them on board as planned they can reach out to Reemi, Head – Corporate HR marked on the copy on the email.

Below is the list of the shortlisted Candidates:

1. Pranjali Ramdas Shitole
2. Aishwarya Shivraj Lole
3. Shreya Garudkar
4. Vaishnavi Patil
5. Shreyas Jadhav
6. Vaibhav Balip
7. Amit Dental
8. Swapnil Gaikwad
9. Sushil Kumar Vankhali
10. Shreyash Krushna Patil
11. Siddesh Patil
12. Prajwal Patil

We wish them the very best ahead!...

Regards
C N Mahesh
Group HR
+91 8431318575
www.valuegroup.com

Gmail

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Compose

Mail

Inbox 266

Chat

Starred

Snoozed

Meet

Sent

Drafts 27

More

Labels

We wish them the very best ahead!...

Regards
C.N Mahesh
Group HR
+91 8431318575
www.valuegroup.com

Thanks & Regards

Principal,
Sanjeevan Group of Institutions,
(Formerly Known as: Sanjeevan Engineering & Technology Institute)
Sanjeevan Knowledge City, Panhala
Dist: Kolhapur, M.S. 416201
Mobile: +91 9146999500 / 8668920644
Email : principal@sanjeevan.edu.in
Website: http://www.sanjeevan.edu.in

One attachment • Scanned by Gmail

CIN : U62099MH2023PTC411668

EAGLEBYTE
SOLUTIONS

+91 97671 73933 / +91 90288 89915

contact@eaglebytesolutions.com | www.eaglebytesolutions.com

Ref No. EAGLE/20245304

CERTIFICATE OF JOINING

Date: 26th April2024

TO WHOM IT MAY CONCERN

Dear Vinayak Pachange,

I would like to congratulate for earning free Internship & I am delighted & excited to welcome you to **EagleByte Solutions Pvt Ltd** as a **Jr. Frontend Developer Trainee Intern** from **1st June 2024**. At **EagleByte Solutions Pvt Ltd** we believe that our team is our biggest strength and we take pride in hiring the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful job experience with us.

Regards,

OM BHAGWAN KATHE
DIRECTOR
EAGLEBYTE SOLUTIONS PVT LTD

18, 3rd Floor, B Wing, Sai Meghdoot Apt., Near Kabra Saree, Pandit Colony, Nashik

WISLINE EDUTECH LLP

Registered Office: H No 518, Tal Hat K, Wathar, Vathar T/F vadgaonHatkanangle, Kothapur - 416112, Maharashtra
LLPIN: ABA-9509

Date 13-05-2024

To Prajakta Sukumar Amase

Subject: Offer of Employment as Web Developer

This letter constitutes an offer of employment as a web developer with Wisline Edutech LLP. The offer is contingent upon the successful completion of all pre-employment formalities, including, but not limited to, background checks and medical examinations.

Employment Terms:

- **Start Date:** Tentative Date 1st June 2024
- **Salary/Stipend 16500**
- **Additional Benefits:** Medical insurance, paid time off, paid holidays, retirement plan contributions, Study Tours
- **Location:** Pune, Chinchwad
- **Reporting to:** Amit Mali - Project Manager

Job Responsibilities:

- Design, develop, and maintain high-quality, responsive websites and web applications.
- Write clean, well-documented, and efficient code (HTML, CSS, JavaScript, etc.).
- Work with various content management systems (CMS) like WordPress, Drupal, etc.
- Participate in all phases of the software development lifecycle.
- Collaborate with designers, project managers, and other team members.
- Stay updated with the latest web development technologies and best practices.
- Other specific responsibilities Assigned by Project Manager

Terms and Conditions:

This offer is subject to the terms and conditions outlined in the Company's Employee Handbook, which you will receive upon joining. You will be required to sign an employment agreement upon accepting this offer.

Acceptance:

Please indicate your acceptance of this offer by signing and returning a copy of this letter to Amit Mali – HR Executive.

We are excited about the prospect of you joining the Wisline Edutech LLP team. If you have any questions, please do not hesitate to contact Amit Mali – HR Executive at 9766329004 or wisline.edutech@gmail.com

Sincerely,

Amit Mali

HR- Executive

Wisline Edutech LLP

9766329004





Respected Maske Sir,

This is to bring in your kind notice, that I am Vishal, Assi. manager of **Reapmind Innovations Pvt. Ltd. Kolhapur**. We as an organization is putting up a proposal for campus drive to hire graduates or fresher for our firm. We can offer the package of 1.8 to 3 LPA based on eligibility of candidate.

About us- Since the enthusiast beginning, ReapMind is in the way to bring digital disruption in the conventional market space and ambitiously missions to deliver cutting-edge technology solutions to auspicious start-ups, small and medium growing businesses, and established enterprises that make them reach never touching heights. Being glorified as a Digital IT partner, we empower businesses to figure out the complexities in today's market space and encourage them to incorporate the best-fit technology solution that certainly delivers new value to their end customers. Our ultimate goal is to "Bring wonders in your business with new-age technology solutions". We are here to cheers our client's success, regardless of whether they are newly found ventures, companies aiming to outperform the competition, or well-established associations focused to maintain their positions. To know more please visit- **Reapmind.com**

For further details, please reach out to hr@reapmind.com or our HR Department- Hema 9595655699, Vishal 7972890431.



3:12

Thanks & Best Regards,

Dr. Ajay Krishna Maske

Director – Corporate Communication

Sanjeevan Engineering and Technology Institute
Sanjeevan Knowledge City, Somwar Peth-Injole, Panhala
Tal. Panhala, Dist: Kolhapur, Maharashtra-416201

Mobile: +91 8855090550/9960045285

E-mail: tpo@seti.edu.in

ajay.magnus@gmail.com

Show quoted text



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CIN : U62099MH2023PTC411668

EAGLEBYTE
SOLUTIONS

+91 97671 73933 / +91 90288 89915

contact@eaglebytesolutions.com | www.eaglebytesolutions.com

Ref No. EAGLE/20245704

CERTIFICATE OF JOINING

Date: 26th April 2024

TO WHOM IT MAY CONCERN

Dear Gayatri Patil,

I would like to congratulate for earning free Internship & I am delighted & excited to welcome you to **EagleByte Solutions Pvt Ltd** as a **Jr. Frontend Developer Trainee Intern** from **1st June 2024**. At **EagleByte Solutions Pvt Ltd** we believe that our team is our biggest strength and we take pride in hiring the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful job experience with us.

Regards,

OM BHAGWAN KATHE
DIRECTOR
EAGLEBYTE SOLUTIONS PVT LTD

18, 3rd Floor, B Wing, Sai Meghdoot Apt., Near Kabra Saree, Pandit Colony, Nashik

CIN : U62099MH2023PTC411668

EAGLEBYTE
SOLUTIONS

+91 97671 73933 / +91 90288 89915

contact@eaglebytesolutions.com | www.eaglebytesolutions.com

Ref No. EAGLE/20245804

CERTIFICATE OF JOINING

Date: 26th April 2024

TO WHOM IT MAY CONCERN

Dear Mrunali Hirave,

I would like to congratulate for earning free Internship & I am delighted & excited to welcome you to **EagleByte Solutions Pvt Ltd** as a **Jr. Frontend Developer Trainee Intern** from **1st June 2024**. At **EagleByte Solutions Pvt Ltd** we believe that our team is our biggest strength and we take pride in hiring the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful job experience with us.

Regards,

OM BHAGWAN KATHE
DIRECTOR
EAGLEBYTE SOLUTIONS PVT LTD

18, 3rd Floor, B Wing, Sai Meghdoot Apt., Near Kabra Saree, Pandit Colony, Nashik

JOBSINSIGHT
RECRUITING REINVENTED
Office No.26, 6th Floor, B Building, City Vista, Fountain Road
Opp. Victorious Kids School, Kharadi, Pune 411014

Private and Confidential

Date: 24/01/2024

To: Samrudhi Parmaj

Employee Id: 01001

LETTER OF APPOINTMENT

Samrudhi Parmaj,

We are delighted to offer you the position of **"IT RECRUITER"** with effect from 01/02/2024.
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.

Jobsinsight 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 Jobsinsight,
Name: - Ms. Saniya Maniyar
Designation: - Director



Authorized Signature: - (Stamp)

Dear Samrudhi Parmaj,

We are pleased to retain your services in the capacity of our Organization subject to the following Terms and Conditions mentioned 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 Jobsinsight 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 a 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.

5. **Probationary Period:**

You will be on Probation for a period of 6 months from the date of execution hereof, and your employment with the company will be confirmed upon successful completion of your probation. Please note that as per Company policy, the employee would be confirmed on the 1st day of the month succeeding the month of completion of probation of 6 months from the date of joining the Company or after the period of probation, whichever is later. In addition to your performance during the Probationary Period, your confirmation as a permanent employee is subject to your submitting the requisite documents as required by the Company.
Furthermore, during this period, the company is at liberty to terminate the service at any time on the basis of performance reasons by giving written notice.

6. **Asset:**
Company assets provided during the tenure of the employee are for official use only. The same must be handed over in working conditions before leaving the company.

7. **Increments and Promotions:**

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on a half yearly basis. The increments and salary revision will be driven as per the Performance Management Policy of the Company. You should be employed with the Company for a period of minimum two months, before being considered eligible for any salary review.

8. **Leave Policy:**

You will be governed by the schemes, rules and regulations relating to Leaves, Conduct, and Discipline as mentioned below:

- From the DOJ till 6 months there won't be any Paid leaves.
- From the 7th month you are entitled for 2 Days Paid Leaves per month.

Your unauthorized absence from work for a continuous period for more than 3 days will be treated as absconding from duty, and in the event, that you do not report for work within 10

days from the date of absence it will be treated as "voluntary abandonment of service" and shall be deemed you are no longer interested in the employment and have resigned from the services of the company of your own accord. In such an event, you shall be liable to refund the salary in lieu of shortfall in notice period and other dues payable to the company, as specified.

9. Recovery of Expenses:

Any expenses incurred by the Company for your recruitment such as your relocation, certifications, accommodation, joining bonus, reimbursement of shortfall of notice period if any, etc. would be recovered from you if you voluntarily resign from the services of the Company within twelve months from your date of joining.

10. Notice Period:

During probation, your employment can be terminated with sixty days' notice or Salary in lieu of the notice period on either side and if you resign during your probation you need to serve 60 days' notice or Salary in lieu of notice period. After completion of probationary period and confirmation of employment, if you voluntarily resign from the services of the Company, you will be required to give sixty days of written notice or Salary in lieu of the notice period subject to the Company's discretion. The Company can terminate your service without any notice period in case employment is terminated on grounds of

- Breach of confidentiality or IP related obligations
- Violation of law
- Gross Misconduct
- Material breach of Company policy.

In such an event, the Company will not be liable to make payment in lieu of notice period. In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediate previous working day.

11. Rules and Regulations:

You will be governed by the rules and regulations applicable to the employees of the Company, including revisions in such rules as may be effected from time to time.

12. Invention Assignment and Confidentiality Undertaking:

The matters pertaining to terms and conditions of your employment including your

remuneration are strictly confidential between you and the Company, and should be treated as such.

13. Working Days:

Working days are Monday to Saturday. The standard working hours are 09.00 A.M. to 6.00 P.M. However the specific hours of work may be adjusted from time to time in relation to the operational requirements and contingencies of work.

14. Information and Security:

The role assigned during your employment with the Company includes the Information Security responsibilities as required by organization and customer. This includes adhering, maintaining information security artifacts as required by Information Security Policy of the organization and customer. During your employment with the Company, you shall not disclose any information to anyone including prospective customers, people or entities outside the Company or to any Company's employee which is confidential or trade secret under your previous employment contract or disclosure of which is in violation of any law or third party intellectual property rights.

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 Jobsinsight Pvt. Ltd.
Name: - Ms. Saniya Maniyar
Designation: - Director



Authorized Signatory

PENTAGON SPACE
Mastering The Future

CALL LETTER – 2024

Dear **Yashraj Anandrao Dinde**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **JAVA FULL STACK** and your mode of training will be **ONLINE** the Date of Batch commencement would be officially sent to your registered mail id.

Note:

- We do not charge you for the complete training, any interviews and placements conducted by Pentagon Space
- Training and placement module is valid for 1year from your date of joining.
- The training includes Core Java, J2EE, SQL, General Aptitude, Web Technology, Programming and Data Structure Only.
- Mode of training will not be changed.
- Offline training is conducted, at the Pentagon Space Vijayanagar Campus.

As an incubate, you are required to adhere to the following rules for placement activities:

- It is essential to uphold a minimum attendance rate of 85%.
- Should be ready to relocate to different cities for job and Interviews (Bengaluru, Hyderabad, Pune, Mumbai, Chennai, Delhi or any metro cities.)
- Should be regular to mock interviews and should complete all the assignments.

This offer letter is valid from the joining date. If you join on any other date free training will not be valid.

Best wishes,



Mr. Suraj Vijay Shetty
Business and Campus Head

PENTAGON SPACE
Mastering The Future

CALL LETTER – 2024

Dear **Snehal Dipak Pallakhe**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **JAVA FULL STACK** and your mode of training will be **ONLINE** the Date of Batch commencement would be officially sent to your registered mail id.

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WISLINE EDUTECH LLP

Registered Office: H No 518, Tal Hat K, Wathar, Vathar T/F vadgaoniHatkanangle, Kothapur - 416112, Maharashtra
LLPIN: ABA-9509

Date

To Rushikesh B. Gaikwad

Subject: Offer of Employment as Web Developer

This letter constitutes an offer of employment as a web developer with Wisline Edutech LLP. The offer is contingent upon the successful completion of all pre-employment formalities, including, but not limited to, background checks and medical examinations.

Employment Terms:

- **Start Date:** Tentative Date 1st June 2024
- **Salary/Stipend 16500**
- **Additional Benefits:** Medical insurance, paid time off, paid holidays, retirement plan contributions, Study Tours
- **Location:** Pune, Chinchwad
- **Reporting to:** Amit Mali - Project Manager

Job Responsibilities:

- Design, develop, and maintain high-quality, responsive websites and web applications.
- Write clean, well-documented, and efficient code (HTML, CSS, JavaScript, etc.).
- Work with various content management systems (CMS) like WordPress, Drupal, etc.
- Participate in all phases of the software development lifecycle.
- Collaborate with designers, project managers, and other team members.
- Stay updated with the latest web development technologies and best practices.
- Other specific responsibilities Assigned by Project Manager

Terms and Conditions:

This offer is subject to the terms and conditions outlined in the Company's Employee Handbook, which you will receive upon joining. You will be required to sign an employment agreement upon accepting this offer.

Acceptance:

Please indicate your acceptance of this offer by signing and returning a copy of this letter to Amit Mali – HR Executive.

We are excited about the prospect of you joining the Wisline Edutech LLP team. If you have any questions, please do not hesitate to contact Amit Mali – HR Executive at 9766329004 or wisline.edutech@gmail.com

Sincerely,

Amit Mali

HR- Executive

Wisline Edutech LLP

9766329004



WISLINE EDUTECH LLP

Registered Office: H No 518, Tal Hat K, Wathar, Vathar T/F vadgaonHathanangle, Kolhapur - 416112, Maharashtra
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Date 13-05-24

To Pradchi S Patil

Subject: Offer of Employment as Web Developer

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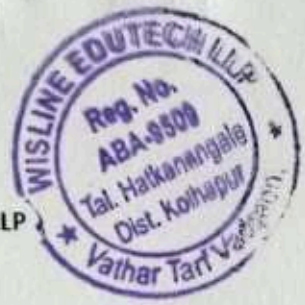
Sincerely,

Amit Mali

HR- Executive

Wisline Edutech LLP

9766329004



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Date 13-05-24

To Vishal manik Shinde

Subject: Offer of Employment as Web Developer

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Sincerely,

Amit Mali

HR- Executive

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Date 13-05-24

To Sayali M. Patil

Subject: Offer of Employment as Web Developer

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Terms and Conditions:

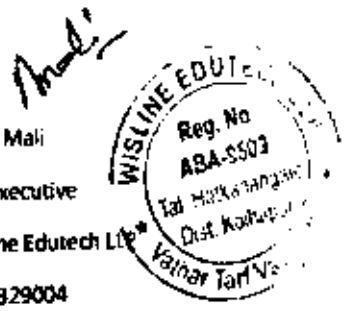
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Sincerely,



Amit Mali

HR- Executive

Wisline Edutech LLP

9766329004

WISLINE EDUTECH LLP

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Date 13-05-24

To Vaishnavi S. Desai

Subject: Offer of Employment as Web Developer

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Date 13-05-24

To Shivanand B. Patil

Subject: Offer of Employment as Web Developer

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HR- Executive

Wisline Edutech LLP

9766329004

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Date 13-05-24

To Pranali B. Kamble

Subject: Offer of Employment as Web Developer

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Date 13-05-24.

To Sammed Sunil Chougule

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Date 13-05-24.

To Aniruddh A. Patil

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Date 13-05-24.

To Parajwal Anil Sugarwanshi

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We are excited about the prospect of you joining the Wisline Edutech LLP team. If you have any questions, please do not hesitate to contact Amit Mali – HR Executive at 9766329004 or wisline.edutech@gmail.com

Sincerely,

Amit Mali

HR- Executive

Wisline Edutech LLP

9766329004



WISLINE EDUTECH LLP

Registered Office: H No 518, Tal Hat K, Wathar, Vathar T/F vadgaonHarkanangle, Kolhapur - 416112, Maharashtra
LLPIN: ABA-9509

Date 13-05-24.

To Chinmay C. Gavali

Subject: Offer of Employment as Web Developer

This letter constitutes an offer of employment as a web developer with Wisline Edutech LLP. The offer is contingent upon the successful completion of all pre-employment formalities, including, but not limited to, background checks and medical examinations.

Employment Terms:

- **Start Date:** Tentative Date 1st June 2024
- **Salary/Stipend** 16500
- **Additional Benefits:** Medical insurance, paid time off, paid holidays, retirement plan contributions, Study Tours
- **Location:** Pune, Chinchwad
- **Reporting to:** Amit Mali - Project Manager

Job Responsibilities:

- Design, develop, and maintain high-quality, responsive websites and web applications.
- Write clean, well-documented, and efficient code (HTML, CSS, JavaScript, etc.).
- Work with various content management systems (CMS) like WordPress, Drupal, etc.
- Participate in all phases of the software development lifecycle.
- Collaborate with designers, project managers, and other team members.
- Stay updated with the latest web development technologies and best practices.
- Other specific responsibilities Assigned by Project Manager

Terms and Conditions:

This offer is subject to the terms and conditions outlined in the Company's Employee [illegible] which you will receive upon joining. You will be required to sign an employment [illegible] accepting this offer.

Acceptance:

Please indicate your acceptance of this offer by signing and returning a copy of this letter to Amit Mali – HR Executive.

We are excited about the prospect of you joining the Wisline Edutech LLP team. If you have any questions, please do not hesitate to contact Amit Mali – HR Executive at 9766329004 or wisline.edutech@gmail.com

Sincerely,



Amit Mali

HR- Executive

Wisline Edutech LLP

9766329004

WISLINE EDUTECH LLP

Registered Office: H No 518, Tal Hat K, Wathar, Vathar T/F vadgaoniHatkanangle, Kothapur - 416112, Maharashtra
LLPIN: ABA-9509

Date 13-05-24.

To Rucha K.
Kamble

Subject: Offer of Employment as Web Developer

This letter constitutes an offer of employment as a web developer with Wisline Edutech LLP. The offer is contingent upon the successful completion of all pre-employment formalities, including, but not limited to, background checks and medical examinations.

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- Stay updated with the latest web development technologies and best practices.
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Acceptance:

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Sincerely,



Amit Mali

HR- Executive

Wisline Edutech LLP

9766329004

WISLINE EDUTECH LLP

Registered Office: H No 518, Tal Hat K, Wathar, Vathar T/F vadgaoniHatkanangle, Kothapur - 416112, Maharashtra
LLPIN: ABA-9509

Date 13-05-24.

To Krishnaprasad
P. Gawade

Subject: Offer of Employment as Web Developer

This letter constitutes an offer of employment as a web developer with Wisline Edutech LLP. The offer is contingent upon the successful completion of all pre-employment formalities, including, but not limited to, background checks and medical examinations.

Employment Terms:

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- Other specific responsibilities Assigned by Project Manager

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Acceptance:

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Sincerely,

Amit Mali

HR- Executive

Wisline Edutech LLP

9766329004



WISLINE EDUTECH LLP

Registered Office: H No 518, Tal Hat K, Wathar, Vathar T/F vadgaoniHatkanangle, Kothapur - 416112, Maharashtra
LLPIN: ABA-9509

Date 13-05-24

To Sakshi Hunnare.

Subject: Offer of Employment as Web Developer

This letter constitutes an offer of employment as a web developer with Wisline Edutech LLP. The offer is contingent upon the successful completion of all pre-employment formalities, including, but not limited to, background checks and medical examinations.

Employment Terms:

- **Start Date:** Tentative Date 1st June 2024
- **Salary/Stipend** 16500
- **Additional Benefits:** Medical insurance, paid time off, paid holidays, retirement plan contributions, Study Tours
- **Location:** Pune, Chinchwad
- **Reporting to:** Amit Mali - Project Manager

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Terms and Conditions:

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Acceptance:

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We are excited about the prospect of you joining the Wisline Edutech LLP team. If you have any questions, please do not hesitate to contact Amit Mali – HR Executive at 9766329004 or wisline.edutech@gmail.com

Sincerely,



Amit Mali

HR- Executive

Wisline Edutech LLP

9766329004

WISLINE EDUTECH LLP

Registered Office: H No 518, Tal Hat K, Wathar, Vathar T/F vadgaoniHatkanangle, Kothapur - 416112, Maharashtra
LLPIN: ABA-9509

Date 13-05-24.

To Ajay M. Dalvi

Subject: Offer of Employment as Web Developer

This letter constitutes an offer of employment as a web developer with Wisline Edutech LLP. The offer is contingent upon the successful completion of all pre-employment formalities, including, but not limited to, background checks and medical examinations.

Employment Terms:

- **Start Date:** Tentative Date 1st June 2024
- **Salary/Stipend 16500**
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- **Location:** Pune, Chinchwad
- **Reporting to:** Amit Mali - Project Manager

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Acceptance:

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Sincerely,



Amit Mali

HR- Executive

Wisline Edutech LLP

9766329004

WISLINE EDUTECH LLP

Registered Office: H No 518, Tal Hat K, Walhar, Vathar T/F vadgaonHatkanangle, Kothapur - 416112, Maharashtra
LLPIN: ABA-9509

Date 13-05-24.

To Sushant N.
Shelar.

Subject: Offer of Employment as Web Developer

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- **Reporting to:** Amit Mali - Project Manager

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Sincerely,



Amit Mall

HR- Executive

Wisline Edutech LLP

9766329004

WISLINE EDUTECH LLP

Registered Office: H No 518, Tal Hat K, Wathar, Vathar T/F vadgaonHatkanangle, Kothapur - 416112, Maharashtra
LLPIN: ABA-9509

Date 13-05-24.

To Saambh R. Khot

Subject: Offer of Employment as Web Developer

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Sincerely,



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HR- Executive

Wisline Edutech LLP

9766329004

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Registered Office: H No 518, Tal Hat K, Wathar, Vathar T/F vadgaonHatkanangle, Kolhapur - 416112.
Maharashtra
LLPIN: ABA-9509

Date 13-05-24.

To Saloni A. Patil

Subject: Offer of Employment as Web Developer

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Sincerely,



Amit Mali

HR- Executive

Wisline Edutech LLP

9766329004

WISLINE EDUTECH LLP

Registered Office: H No 538, Tal Hat K, Wathar, Vathar T/F vadgaonmaratharangle, Kolhapur - 416112, Maharashtra
LLPIN ABA-9509

Date 13-05-24.

To Haeshal S. Babade

Subject: Offer of Employment as Web Developer

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Sincerely,



Amit Mali

HR- Executive

Wisline Edutech LLP

9766329004

WISLINE EDUTECH LLP

Registered Office: H No 518, Tal Hat K, Wathar, Vathar T/F vadgaoniHatkanangle, Kothapur - 416112, Maharashtra
LLPIN: ABA-9509

Date 13-05-24.

To Soyali Sagar Padi

Subject: Offer of Employment as Web Developer

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Sincerely,



Amit Mali

HR- Executive

Wisline Edutech LLP

9766329004

Gmail

Search mail

Compose

Mail

Inbox 266

Chat

Starred

Snoozed

Meet

Sent

Drafts 27

More

Labels

Fwd: Selection Confirmation - iValue Infosolutions Ltd

Inbox ×

TPO SETI
to me

---------- Forwarded message ----------
From: **Principal, Sanjeevan Group of Institutions.** <principal@seli.edu.in>
Date: Wed, Dec 18, 2024, 12:22 PM
Subject: Fwd: Selection Confirmation - iValue Infosolutions Ltd
To: tpo <tpo@seli.edu.in>

For your information & necessary communication.

---------- Forwarded message ----------
From: **Mahesh C N** <Mahesh.CN@ivalue.co.in>
Date: Mon, Dec 9, 2024 at 11:08 AM
Subject: Selection Confirmation - iValue Infosolutions Ltd
To: Principal, Sanjeevan Group of Institutions. <principal@seli.edu.in>
Cc: Reemi Palattel <reemip@ivalue.co.in>

Dear Sir,

At the outset, I thank you for the opportunity provided to us to be at your campus and for the I Value from 1st June 2026.

We congratulate them on their selection and look forward to having them on board as planned they can reach out to Reemi, Head – Corporate HR marked on the copy on the email.

Gmail

Search mail

Compose

Inbox 266

Starred

Snoozed

Sent

Drafts 27

More

Labels

At the outset, I thank you for the opportunity provided to us to be at your campus and for the I

Value from 1st June 2025.

We congratulate them on their selection and look forward to having them on board as planned they can reach out to Reemi, Head – Corporate HR marked on the copy on the email.

Below is the list of the shortlisted Candidates:

1. Pranjali Ramdas Shitole
2. Aishwarya Shivraj Lole
3. Shreya Garudkar
4. Vaishnavi Patil
5. Shreyas Jadhav
6. Vaibhav Balip
7. Amit Dental
8. Swapnil Gaikwad
9. Sushil Kumar Vankhali
10. Shreyash Krushna Patil
11. Siddesh Patil
12. Prajwal Patil

We wish them the very best ahead!...

Regards
C N Mahesh
Group HR
+91 8431318575
www.valuegroup.com

We wish them the very best ahead!...

Regards
C.N Mahesh
Group HR
+91 8431318575
www.ivaluegroup.com

Thanks & Regards

Principal,
Sanjeevan Group of Institutions,
(Formerly Known as: Sanjeevan Engineering & Technology Institute)
Sanjeevan Knowledge City, Panhala
Dist: Kolhapur, M.S. 416201
Mobile: +91 9146999500 / 8668920644
Email : principal@sesl.edu.in
Website: http://www.sesl.edu.in

tpo seti <tpo@seti.edu.in>

Fwd: Placement of Students

2 messages

Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in> Sat, Feb 3, 2024 at 3:48 PM
To: "Vice Principal Sanjeevan Engineering & Technology Institute, Panhala" <viceprincipal@seti.edu.in>, tpo <tpo@seti.edu.in>, hod civil <hodcivil@seti.edu.in>, "Dean Academics Sanjeevan Engineering &Technology Institute , Panhala" <deanacademics@seti.edu.in>

PFA
---------- Forwarded message ---------
From: **Nirmal HR** <hr@nirmalbuildtech.in>
Date: Sat, Feb 3, 2024 at 3:20 PM
Subject: Re: Placement of Students
To: Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in>
Cc: Charanjit Singh <charanjitsingh@nirmalbuildtech.in>

Dear Sir,

Find the salary structure for the candidates to be employed given below.
1. Nirmal Buildtech India Pvt. Ltd. will be provide free Accomodation.
2. Nirmal Buildtech India Pvt. Ltd. will NOT provide free food.

NAME	WORKING - SALARY FOR EMPLOYEE	WORKING - COST TO COMPANY
GROSS Salary	**17,000**	**17,000**
DEDUCTION		
EPF (Employee Contribution 12% on 15000)	**1800**	
Profession Tax	**200**	
Nett Salary in Hand	**15,000**	
EPF (Employers Contribution 12% on 15000)		**1800**
Saving In EPF A/c.	**3,600**	
Total Benefit to Employee	**18,600**	
COST TO THE COMPANY		**18,800**

With regards,
Indira

From: Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in>
Sent: Friday, February 2, 2024 2:37 PM

To: Nirmal HR <hr@nirmalbuildtech.in>
Subject: Re: Placement of Students

Dear sir,
thank you very much for the reply. I appreciate your quick & committed response to the cause. As per discussion with your Authorities, the mentioned students were selected for direct employment & not internship.

Therefore, Kindly share the placement offer letter for these students as they were promised at the time of selection.

Thanking you in anticipation,

On Thu, Feb 1, 2024 at 4:44 PM Nirmal HR <hr@nirmalbuildtech.in> wrote:

> Dear Dr. Sanjeev Jain,
> This is as per our telephonic conversation we had yesterday. I would like to inform you that our company would like to employ your **Four** students at the site given below.
>
> Mr. Madhav Lokande will be placed at
> M/s. Mahindra & Mahindra Ltd.
> Plot No. T-1/1 MIDC Hingna Industrial Area,
> Village Nildoh, Tehsil Hingna,
> Distt- Nagpur, Maharashtra -440016.
>
> **For Hingna MIDC Nagpur,**
>
> Food & Lodging will be provided by Nirmal Buildtech India Pvt. Ltd. free of cost
> Remuneration: Rs 10,000 (Rupees Ten thousand per month)
>
> For Hingna MIDC Nagpur Contact -Abhishek Ligade - 9765867027
>
> And
>
> The other 3 students will be placed at
> Mr. Soham Katkar
> Mr. Abhishek Jugale,
> Mr. Shivam Jadhav
> M/s. Mahindra & Mahindra Ltd.
> A-1, Phase IV Chakan, Industrial Area,
> Village Nighoje, Taluka Khed,
> Distt – Pune, Maharashtra 410501.
>
> **For Chakan MIDC Pune,**
>
> Lodging will be provided by Nirmal Buildtech India Pvt. Ltd. free of cost
> Food will be in their scope.
> Remuneration: Rs 14,000 (Rupees Fourteen thousand per month)
>
> For Chakan MIDC Pune Contact: Mr. Parvez - 9765857575
>
> Other terms and conditions will be as per our HR Policy.
>
> If confirmed, we would issue them offer letter.
>
> Thanking you
>
> With regards
>
> Indira

--
Thanks & Regards

Principal
Sanjeevan **E**ngineering & **T**echnology **I**nstitute
Sanjeevan Knowledge City, Panhala
Dist: Kolhapur, M.S. 416201
Mobile: +91 9146999500
Email : principal@seti.edu.in
Website: http://www.seti.edu.in

--
Thanks & Regards

Principal
Sanjeevan **E**ngineering & **T**echnology **I**nstitute
Sanjeevan Knowledge City, Panhala
Dist: Kolhapur, M.S. 416201
Mobile: +91 9146999500
Email : principal@seti.edu.in
Website: http://www.seti.edu.in

Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in> Tue, Feb 20, 2024 at 10:35 AM
To: tpo <tpo@seti.edu.in>, AMIT THOKE <amit.thoke@seti.edu.in>
Cc: "Vice Principal Sanjeevan Engineering & Technology Institute, Panhala" <viceprincipal@seti.edu.in>, hod civil <hodcivil@seti.edu.in>

Please do the needful

---------- Forwarded message ---------
From: **Nirmal HR** <hr@nirmalbuildtech.in>
Date: Mon, Feb 19, 2024 at 2:17 PM
Subject: Re: Placement of Students
To: Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in>
Cc: Charanjit Singh <charanjitsingh@nirmalbuildtech.in>, Karan Singh <karansingh@nirmalbuildtech.in>

Dear Sir,
This is to inform you that students which were selected as freshers can be given appointment letter only after their Semester Exams are over as per our job location. So, I request you to give us list of candidates from your college who have passed out in previous years. As earlier discussed with our chairman. We are always in requirement of Experienced as well as Freshers in our Firm.

Hope so you will do the needful at the earliest.

Thanking you,

With regards,
Indira

From: Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in>
Sent: Saturday, February 3, 2024 3:49 PM
To: Nirmal HR <hr@nirmalbuildtech.in>
Cc: Charanjit Singh <charanjitsingh@nirmalbuildtech.in>
Subject: Re: Placement of Students

Dear Sir,

Thank you very much, kindly provide the offer letter to which students will give acceptance & upon joining your organization will provide the appointment order.

[Quoted text hidden]

[Quoted text hidden]

tpo seti <tpo@seti.edu.in>

Fwd: Placement of Students

2 messages

Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in> Sat, Feb 3, 2024 at 3:48 PM
To: "Vice Principal Sanjeevan Engineering & Technology Institute, Panhala" <viceprincipal@seti.edu.in>, tpo <tpo@seti.edu.in>, hod civil <hodcivil@seti.edu.in>, "Dean Academics Sanjeevan Engineering &Technology Institute , Panhala" <deanacademics@seti.edu.in>

PFA
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From: **Nirmal HR** <hr@nirmalbuildtech.in>
Date: Sat, Feb 3, 2024 at 3:20 PM
Subject: Re: Placement of Students
To: Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in>
Cc: Charanjit Singh <charanjitsingh@nirmalbuildtech.in>

Dear Sir,

Find the salary structure for the candidates to be employed given below.
1. Nirmal Buildtech India Pvt. Ltd. will be provide free Accomodation.
2. Nirmal Buildtech India Pvt. Ltd. will NOT provide free food.

NAME	WORKING - SALARY FOR EMPLOYEE	WORKING - COST TO COMPANY
GROSS Salary	**17,000**	**17,000**
DEDUCTION		
EPF (Employee Contribution 12% on 15000)	**1800**	
Profession Tax	**200**	
Nett Salary in Hand	**15,000**	
EPF (Employers Contribution 12% on 15000)		**1800**
Saving In EPF A/c.	**3,600**	
Total Benefit to Employee	**18,600**	
COST TO THE COMPANY		**18,800**

With regards,
Indira

From: Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in>
Sent: Friday, February 2, 2024 2:37 PM

To: Nirmal HR <hr@nirmalbuildtech.in>
Subject: Re: Placement of Students

Dear sir,
thank you very much for the reply. I appreciate your quick & committed response to the cause. As per discussion with your Authorities, the mentioned students were selected for direct employment & not internship.

Therefore, Kindly share the placement offer letter for these students as they were promised at the time of selection.

Thanking you in anticipation,

On Thu, Feb 1, 2024 at 4:44 PM Nirmal HR <hr@nirmalbuildtech.in> wrote:

> Dear Dr. Sanjeev Jain,
> This is as per our telephonic conversation we had yesterday. I would like to inform you that our company would like to employ your **Four** students at the site given below.
>
> Mr. Madhav Lokande will be placed at
> M/s. Mahindra & Mahindra Ltd.
> Plot No. T-1/1 MIDC Hingna Industrial Area,
> Village Nildoh, Tehsil Hingna,
> Distt- Nagpur, Maharashtra -440016.
>
> **For Hingna MIDC Nagpur,**
>
> Food & Lodging will be provided by Nirmal Buildtech India Pvt. Ltd. free of cost
> Remuneration: Rs 10,000 (Rupees Ten thousand per month)
>
> For Hingna MIDC Nagpur Contact -Abhishek Ligade - 9765867027
>
> And
>
> The other 3 students will be placed at
> Mr. Soham Katkar
> Mr. Abhishek Jugale,
> Mr. Shivam Jadhav
> M/s. Mahindra & Mahindra Ltd.
> A-1, Phase IV Chakan, Industrial Area,
> Village Nighoje, Taluka Khed,
> Distt – Pune, Maharashtra 410501.
>
> **For Chakan MIDC Pune,**
>
> Lodging will be provided by Nirmal Buildtech India Pvt. Ltd. free of cost
> Food will be in their scope.
> Remuneration: Rs 14,000 (Rupees Fourteen thousand per month)
>
> For Chakan MIDC Pune Contact: Mr. Parvez - 9765857575
>
> Other terms and conditions will be as per our HR Policy.
>
> If confirmed, we would issue them offer letter.
>
> Thanking you
>
> With regards
>
> Indira

--
Thanks & Regards

Principal
Sanjeevan **E**ngineering & **T**echnology **I**nstitute
Sanjeevan Knowledge City, Panhala
Dist: Kolhapur, M.S. 416201
Mobile: +91 9146999500
Email : principal@seti.edu.in
Website: http://www.seti.edu.in

--
Thanks & Regards

Principal
Sanjeevan **E**ngineering & **T**echnology **I**nstitute
Sanjeevan Knowledge City, Panhala
Dist: Kolhapur, M.S. 416201
Mobile: +91 9146999500
Email : principal@seti.edu.in
Website: http://www.seti.edu.in

Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in> Tue, Feb 20, 2024 at 10:35 AM
To: tpo <tpo@seti.edu.in>, AMIT THOKE <amit.thoke@seti.edu.in>
Cc: "Vice Principal Sanjeevan Engineering & Technology Institute, Panhala" <viceprincipal@seti.edu.in>, hod civil <hodcivil@seti.edu.in>

Please do the needful

---------- Forwarded message ---------
From: **Nirmal HR** <hr@nirmalbuildtech.in>
Date: Mon, Feb 19, 2024 at 2:17 PM
Subject: Re: Placement of Students
To: Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in>
Cc: Charanjit Singh <charanjitsingh@nirmalbuildtech.in>, Karan Singh <karansingh@nirmalbuildtech.in>

Dear Sir,
This is to inform you that students which were selected as freshers can be given appointment letter only after their Semester Exams are over as per our job location. So, I request you to give us list of candidates from your college who have passed out in previous years. As earlier discussed with our chairman. We are always in requirement of Experienced as well as Freshers in our Firm.

Hope so you will do the needful at the earliest.

Thanking you,

With regards,
Indira

From: Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in>
Sent: Saturday, February 3, 2024 3:49 PM
To: Nirmal HR <hr@nirmalbuildtech.in>
Cc: Charanjit Singh <charanjitsingh@nirmalbuildtech.in>
Subject: Re: Placement of Students

Dear Sir,

Thank you very much, kindly provide the offer letter to which students will give acceptance & upon joining your organization will provide the appointment order.

[Quoted text hidden]

[Quoted text hidden]

tpo seti <tpo@seti.edu.in>

Fwd: Placement of Students

2 messages

Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in> Sat, Feb 3, 2024 at 3:48 PM
To: "Vice Principal Sanjeevan Engineering & Technology Institute, Panhala" <viceprincipal@seti.edu.in>, tpo <tpo@seti.edu.in>, hod civil <hodcivil@seti.edu.in>, "Dean Academics Sanjeevan Engineering &Technology Institute , Panhala" <deanacademics@seti.edu.in>

PFA
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> Mr. Abhishek Jugale,
> Mr. Shivam Jadhav
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> Other terms and conditions will be as per our HR Policy.
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> If confirmed, we would issue them offer letter.
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> Thanking you
>
> With regards
>
> Indira

--
Thanks & Regards

Principal
Sanjeevan **E**ngineering & **T**echnology **I**nstitute
Sanjeevan Knowledge City, Panhala
Dist: Kolhapur, M.S. 416201
Mobile: +91 9146999500
Email : principal@seti.edu.in
Website: http://www.seti.edu.in

--
Thanks & Regards

Principal
Sanjeevan **E**ngineering & **T**echnology **I**nstitute
Sanjeevan Knowledge City, Panhala
Dist: Kolhapur, M.S. 416201
Mobile: +91 9146999500
Email : principal@seti.edu.in
Website: http://www.seti.edu.in

Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in> Tue, Feb 20, 2024 at 10:35 AM
To: tpo <tpo@seti.edu.in>, AMIT THOKE <amit.thoke@seti.edu.in>
Cc: "Vice Principal Sanjeevan Engineering & Technology Institute, Panhala" <viceprincipal@seti.edu.in>, hod civil <hodcivil@seti.edu.in>

Please do the needful

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To: Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in>
Cc: Charanjit Singh <charanjitsingh@nirmalbuildtech.in>, Karan Singh <karansingh@nirmalbuildtech.in>

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Sent: Saturday, February 3, 2024 3:49 PM
To: Nirmal HR <hr@nirmalbuildtech.in>
Cc: Charanjit Singh <charanjitsingh@nirmalbuildtech.in>
Subject: Re: Placement of Students

Dear Sir,

Thank you very much, kindly provide the offer letter to which students will give acceptance & upon joining your organization will provide the appointment order.

[Quoted text hidden]

[Quoted text hidden]

OFFER LETTER

Date.

To Yogesh Patil
SEII

Dear.

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

Place of Joining: This appointment takes effect from your date of joining mentioned above & your reporting posting will be at - Pune Regional Office.

Salary & Allowances: Your salary will be 14500 on the target 3 times the salary per month.

Your first salary of the first month will be getting paid after the completion of your one month from your date of job ang & from the second month you will be eligible for the 10th of every month of the salary.

Probation/confirmation: You will be on probation initially for a period of Six months from the date of joining. The company may extend your probation at its discretion based on your performance/conduct. Your services are deemed to be confirmed at the end of the probation period unless you receive Intimation period, your services are to the contrary. During the liable for termination at any time without. probation tany written notice or payment in lieu thereof by yourself. The Company may not assign any reason for such termination which shall be a at the sole discretion of the Company & you will not be entitled to any claim, damage, compensation, or any other payment on that account

If the company is terminating you or asking you to resign, then you will be not liable for any salary dues for that respective month & if you don't want to continue & not provide any notice period, the company will not be liable for paying you that respective month's salary. For employees, in the probation period, 15 days notice is required & after the probation period, 1 month's notice is required to serve for the FNF process. The FNF process will take place after 45 working days from your date of last working day.

Compensation Progression: There will be a quarterly review of the performance. Future increases in your compensation and prospects in the company shall entirely depend on your efficiency, hard work, and regularity in attendance, sincerity, good conduct, and other relevant factors and the Company's performance. Such increase in no case shall be automatic and/or a matter of right.

Duties and Responsibilities: Your duties of the Company will expect you to work with a high standard of initiative, efficiency, and economy and encourage and motivate people under you to achieve optimum output. You will perform, observe and confirm such duties, directions, and instructions assigned or communicated to you by the company and those in authority over you.

- You will devote your entire time to the work of the Company and will not undertake any direct/indirect business or work, honorary or remunerator except with the written permission of the Management in each case. Contravention of this will lead to the termination without any notice or any compensation instead of such notice.

- You shall not seek membership in any local or public bodies without first obtaining written permission from the Management.

- You shall not give out information to any unauthorized person during the period of your service or even afterward by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which may be your privilege to know by your be in our employee.

- You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.

- You will disclose to us any discovery, invention, process, or improvement made or discovered by you while in our service, and such discovery, invention, process, or improvement shall belong absolutely to and be the sole and absolute property of

the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Latter's Patent, Licenses or

- other rights, privileges, or protection as may be directed by us in respect of any such discovery, invention, process, or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds, and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favor or favor of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof.

- You will not enter into any commitments or dealings on behalf of the Company for which you have no clear authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

- You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care, or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

Your nature of the job is as below,

- Business Development and Sales Revenue
- Forecasting and achievement of Top line & bottom-line target
- Development & maintenance of existing customer base
- Expansion of client base. Hit the Target
- Development and maintenance of existing accounts.
- Customer Satisfaction, Customer complaints record maintenance
- Customer service

KRA for your job: - You are liable to follow reporting system mentioned below-

- Daily Visit to 4 to 5 Planned Schools.
- Lead generation, and follow-up of the prospects. • Set up & Coordination of Webinars / Seminars
- Coordination with Principal.
- On-Ground BTL Activities Execution.
- Identification of Target Locations for Branding Opportunities.

- Weekly review meeting.

We are positive that you will find an exciting place to develop and advance your career.

You are requested to submit the following documents on the date of joining

- Proof of age (Birth Certificate/ PAN Card)
- Driving License or Passport Copy (For Identify Proof)
- Proof of educational qualification (SSC, HSC, Highest Degree Certificate)
- Proof of work experience–Service certificate/Appointment letter/Relieving
- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date. 15-1-2024

To Abhishek Jungle
SETI

Dear.

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

Place of Joining: This appointment takes effect from your date of joining mentioned above & your reporting posting will be at - Pune Regional Office.

Salary & Allowances: Your salary will be 14500 on the target 3 times the salary per month.

Your first salary of the first month will be getting paid after the completion of your one month from your date of job ang & from the second month you will be eligible for the 10th of every month of the salary.

Probation/confirmation: You will be on probation initially for a period of Six months from the date of joining. The company may extend your probation at its discretion based on your performance/conduct. Your services are deemed to be confirmed at the end of the probation period unless you receive Intimation period, your services are to the contrary. During the liable for termination at any time without. probation tany written notice or payment in lieu thereof by yourself. The Company may not assign any reason for such termination which shall be a at the sole discretion of the Company & you will not be entitled to any claim, damage, compensation, or any other payment on that account

If the company is terminating you or asking you to resign, then you will be not liable for any salary dues for that respective month & if you don't want to continue & not provide any notice period, the company will not be liable for paying you that respective month's salary. For employees, in the probation period, 15 days notice is required & after the probation period, 1 month's notice is required to serve for the FNF process. The FNF process will take place after 45 working days from your date of last working day.

Compensation Progression: There will be a quarterly review of the performance. Future increases in your compensation and prospects in the company shall entirely depend on your efficiency, hard work, and regularity in attendance, sincerity, good conduct, and other relevant factors and the Company's performance. Such increase in no case shall be automatic and/or a matter of right.

Duties and Responsibilities: Your duties of the Company will expect you to work with a high standard of initiative, efficiency, and economy and encourage and motivate people under you to achieve optimum output. You will perform, observe and confirm such duties, directions, and instructions assigned or communicated to you by the company and those in authority over you.

- You will devote your entire time to the work of the Company and will not undertake any direct/indirect business or work, honorary or remunerator except with the written permission of the Management in each case. Contravention of this will lead to the termination without any notice or any compensation instead of such notice.

- You shall not seek membership in any local or public bodies without first obtaining written permission from the Management.

- You shall not give out information to any unauthorized person during the period of your service or even afterward by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which may be your privilege to know by your be in our employee.

- You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.

- You will disclose to us any discovery, invention, process, or improvement made or discovered by you while in our service, and such discovery, invention, process, or improvement shall belong absolutely to and be the sole and absolute property of

the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Latter's Patent, Licenses or

- other rights, privileges, or protection as may be directed by us in respect of any such discovery, invention, process, or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds, and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favor or favor of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof.

- You will not enter into any commitments or dealings on behalf of the Company for which you have no clear authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

- You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care, or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

Your nature of the job is as below,

- Business Development and Sales Revenue
- Forecasting and achievement of Top line & bottom-line target
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- Customer Satisfaction, Customer complaints record maintenance
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KRA for your job: - You are liable to follow reporting system mentioned below-

- Daily Visit to 4 to 5 Planned Schools.
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- Coordination with Principal.
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- Identification of Target Locations for Branding Opportunities.

- Weekly review meeting.

We are positive that you will find an exciting place to develop and advance your career.

You are requested to submit the following documents on the date of joining

- Proof of age (Birth Certificate/ PAN Card)
- Driving License or Passport Copy (For Identify Proof)
- Proof of educational qualification (SSC, HSC, Highest Degree Certificate)
- Proof of work experience–Service certificate/Appointment letter/Relieving
- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date. 15 - 1 - 202

To Vivek Nitam
SETI

Dear.

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

Place of Joining: This appointment takes effect from your date of joining mentioned above & your reporting posting will be at - Pune Regional Office.

Salary & Allowances: Your salary will be 14500 on the target 3 times the salary per month.

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- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date. 15-1-2024

To Rounak Patil
SETI

Dear.

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

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Probation/confirmation: You will be on probation initially for a period of Six months from the date of joining. The company may extend your probation at its discretion based on your performance/conduct. Your services are deemed to be confirmed at the end of the probation period unless you receive intimation period, your services are to the contrary. During the liable for termination at any time without. probation tany written notice or payment in lieu thereof by yourself. The Company may not assign any reason for such termination which shall be a at the sole discretion of the Company & you will not be entitled to any claim, damage, compensation, or any other payment on that account

If the company is terminating you or asking you to resign, then you will be not liable for any salary dues for that respective month & if you don't want to continue & not provide any notice period, the company will not be liable for paying you that respective month's salary. For employees, in the probation period, 15 days notice is required & after the probation period, 1 month's notice is required to serve for the FNF process. The FNF process will take place after 45 working days from your date of last working day.

Compensation Progression: There will be a quarterly review of the performance. Future increases in your compensation and prospects in the company shall entirely depend on your efficiency, hard work, and regularity in attendance, sincerity, good conduct, and other relevant factors and the Company's performance. Such increase in no case shall be automatic and/or a matter of right.

Duties and Responsibilities: Your duties of the Company will expect you to work with a high standard of initiative, efficiency, and economy and encourage and motivate people under you to achieve optimum output. You will perform, observe and confirm such duties, directions, and instructions assigned or communicated to you by the company and those in authority over you.

- You will devote your entire time to the work of the Company and will not undertake any direct/indirect business or work, honorary or remunerator except with the written permission of the Management in each case. Contravention of this will lead to the termination without any notice or any compensation instead of such notice.

- You shall not seek membership in any local or public bodies without first obtaining written permission from the Management.

- You shall not give out information to any unauthorized person during the period of your service or even afterward by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which may be your privilege to know by your be in our employee.

- You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.

- You will disclose to us any discovery, invention, process, or improvement made or discovered by you while in our service, and such discovery, invention, process, or improvement shall belong absolutely to and be the sole and absolute property of

the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Latter's Patent, Licenses or

- other rights, privileges, or protection as may be directed by us in respect of any such discovery, invention, process, or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds, and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favor or favor of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof.

- You will not enter into any commitments or dealings on behalf of the Company for which you have no clear authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

- You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care, or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

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- Coordination with Principal.
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- Identification of Target Locations for Branding Opportunities.

- Weekly review meeting.

We are positive that you will find an exciting place to develop and advance your career.

You are requested to submit the following documents on the date of joining

- Proof of age (Birth Certificate/ PAN Card)
- Driving License or Passport Copy (For Identify Proof)
- Proof of educational qualification (SSC, HSC, Highest Degree Certificate)
- Proof of work experience–Service certificate/Appointment letter/Relieving
- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

R. R. INFRAPROJECTS

ROAD, BRIDGE, BUILDING & SURVEY

Mob : +91 9773579993 | +91 8369618601

Future Darshan, Plot No. 143, Flat No. 502, Karanjade, Sector - 04, Panvel - 410 206.
Email : rrinfraprojects2015@gmail.com

RR-06/AIR -1

03/09/2024

Dear Aditya Mane,

We were all very exited to get to know you over the past few days. We have been impressed with your background and would like to formally offer you the position of site engineer.

This is full time position and you will be deployed at Navi Mumbai Airport Site. You will be shifted to other projects as a when required.

We will be offering you a monthly gross salary of Rs. 22,000/-. You will also have benefits as per company policy like 22 days paid leaves per year.

Your expected joining date is 10th September 2024.

We would like to have your response by 3rd September 2024. In the meantime, please feel free to contact me via email or phone 9773579993, should you have any questions.

We are all looking forward to having you on our team

Best Regards,

Rajendra Chavan

03/09/2024

OFFER LETTER

Date. | 5-1-2024

To Shabdali Shivaji Chaugule
SETI

Dear.

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

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- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date. | 5-1-2024

To Sanket Sueyatand Shinde
SETT

Dear.

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

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Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date. 15-1-2024

To Shivaji Sopjeeoo Nifukhe
SETI

Dear.

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- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

tpo seti <tpo@seti.edu.in>

Fwd: Placement of Students

2 messages

Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in> Sat, Feb 3, 2024 at 3:48 PM
To: "Vice Principal Sanjeevan Engineering & Technology Institute, Panhala" <viceprincipal@seti.edu.in>, tpo <tpo@seti.edu.in>, hod civil <hodcivil@seti.edu.in>, "Dean Academics Sanjeevan Engineering &Technology Institute , Panhala" <deanacademics@seti.edu.in>

PFA
---------- Forwarded message ---------
From: **Nirmal HR** <hr@nirmalbuildtech.in>
Date: Sat, Feb 3, 2024 at 3:20 PM
Subject: Re: Placement of Students
To: Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in>
Cc: Charanjit Singh <charanjitsingh@nirmalbuildtech.in>

Dear Sir,

Find the salary structure for the candidates to be employed given below.
1. Nirmal Buildtech India Pvt. Ltd. will be provide free Accomodation.
2. Nirmal Buildtech India Pvt. Ltd. will NOT provide free food.

NAME	WORKING - SALARY FOR EMPLOYEE	WORKING - COST TO COMPANY
GROSS Salary	**17,000**	**17,000**
DEDUCTION		
EPF (Employee Contribution 12% on 15000)	**1800**	
Profession Tax	**200**	
Nett Salary in Hand	**15,000**	
EPF (Employers Contribution 12% on 15000)		**1800**
Saving In EPF A/c.	**3,600**	
Total Benefit to Employee	**18,600**	
COST TO THE COMPANY		**18,800**

With regards,
Indira

From: Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in>
Sent: Friday, February 2, 2024 2:37 PM

To: Nirmal HR <hr@nirmalbuildtech.in>
Subject: Re: Placement of Students

Dear sir,
thank you very much for the reply. I appreciate your quick & committed response to the cause. As per discussion with your Authorities, the mentioned students were selected for direct employment & not internship.

Therefore, Kindly share the placement offer letter for these students as they were promised at the time of selection.

Thanking you in anticipation,

On Thu, Feb 1, 2024 at 4:44 PM Nirmal HR <hr@nirmalbuildtech.in> wrote:

> Dear Dr. Sanjeev Jain,
> This is as per our telephonic conversation we had yesterday. I would like to inform you that our company would like to employ your **Four** students at the site given below.
>
> Mr. Madhav Lokande will be placed at
> M/s. Mahindra & Mahindra Ltd.
> Plot No. T-1/1 MIDC Hingna Industrial Area,
> Village Nildoh, Tehsil Hingna,
> Distt- Nagpur, Maharashtra -440016.
>
> **For Hingna MIDC Nagpur,**
>
> Food & Lodging will be provided by Nirmal Buildtech India Pvt. Ltd. free of cost
> Remuneration: Rs 10,000 (Rupees Ten thousand per month)
>
> For Hingna MIDC Nagpur Contact -Abhishek Ligade - 9765867027
>
> And
>
> The other 3 students will be placed at
> Mr. Soham Katkar
> Mr. Abhishek Jugale,
> Mr. Shivam Jadhav
> M/s. Mahindra & Mahindra Ltd.
> A-1, Phase IV Chakan, Industrial Area,
> Village Nighoje, Taluka Khed,
> Distt – Pune, Maharashtra 410501.
>
> **For Chakan MIDC Pune,**
>
> Lodging will be provided by Nirmal Buildtech India Pvt. Ltd. free of cost
> Food will be in their scope.
> Remuneration: Rs 14,000 (Rupees Fourteen thousand per month)
>
> For Chakan MIDC Pune Contact: Mr. Parvez - 9765857575
>
> Other terms and conditions will be as per our HR Policy.
>
> If confirmed, we would issue them offer letter.
>
> Thanking you
>
> With regards
>
> Indira

--
Thanks & Regards

Principal
Sanjeevan **E**ngineering & **T**echnology **I**nstitute
Sanjeevan Knowledge City, Panhala
Dist: Kolhapur, M.S. 416201
Mobile: +91 9146999500
Email : principal@seti.edu.in
Website: http://www.seti.edu.in

--
Thanks & Regards

Principal
Sanjeevan **E**ngineering & **T**echnology **I**nstitute
Sanjeevan Knowledge City, Panhala
Dist: Kolhapur, M.S. 416201
Mobile: +91 9146999500
Email : principal@seti.edu.in
Website: http://www.seti.edu.in

Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in> Tue, Feb 20, 2024 at 10:35 AM
To: tpo <tpo@seti.edu.in>, AMIT THOKE <amit.thoke@seti.edu.in>
Cc: "Vice Principal Sanjeevan Engineering & Technology Institute, Panhala" <viceprincipal@seti.edu.in>, hod civil <hodcivil@seti.edu.in>

Please do the needful

---------- Forwarded message ---------
From: **Nirmal HR** <hr@nirmalbuildtech.in>
Date: Mon, Feb 19, 2024 at 2:17 PM
Subject: Re: Placement of Students
To: Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in>
Cc: Charanjit Singh <charanjitsingh@nirmalbuildtech.in>, Karan Singh <karansingh@nirmalbuildtech.in>

Dear Sir,
This is to inform you that students which were selected as freshers can be given appointment letter only after their Semester Exams are over as per our job location. So, I request you to give us list of candidates from your college who have passed out in previous years. As earlier discussed with our chairman. We are always in requirement of Experienced as well as Freshers in our Firm.

Hope so you will do the needful at the earliest.

Thanking you,

With regards,
Indira

From: Principal, Sanjeevan Engg & Tech Institute. <principal@seti.edu.in>
Sent: Saturday, February 3, 2024 3:49 PM
To: Nirmal HR <hr@nirmalbuildtech.in>
Cc: Charanjit Singh <charanjitsingh@nirmalbuildtech.in>
Subject: Re: Placement of Students

Dear Sir,

Thank you very much, kindly provide the offer letter to which students will give acceptance & upon joining your organization will provide the appointment order.

[Quoted text hidden]

[Quoted text hidden]

OFFER LETTER

Date. 15-1-2024

To Ruturaj Chewale
SETI

Dear.

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

Place of Joining: This appointment takes effect from your date of joining mentioned above & your reporting posting will be at - Pune Regional Office.

Salary & Allowances: Your salary will be 14500 on the target 3 times the salary per month.

Your first salary of the first month will be getting paid after the completion of your one month from your date of job ang & from the second month you will be eligible for the 10th of every month of the salary.

Probation/confirmation: You will be on probation initially for a period of Six months from the date of joining. The company may extend your probation at its discretion based on your performance/conduct. Your services are deemed to be confirmed at the end of the probation period unless you receive Intimation period, your services are to the contrary. During the liable for termination at any time without. probation tany written notice or payment in lieu thereof by yourself. The Company may not assign any reason for such termination which shall be a at the sole discretion of the Company & you will not be entitled to any claim, damage, compensation, or any other payment on that account

If the company is terminating you or asking you to resign, then you will be not liable for any salary dues for that respective month & if you don't want to continue & not provide any notice period, the company will not be liable for paying you that respective month's salary. For employees, in the probation period, 15 days notice is required & after the probation period, 1 month's notice is required to serve for the FNF process. The FNF process will take place after 45 working days from your date of last working day.

Compensation Progression: There will be a quarterly review of the performance. Future increases in your compensation and prospects in the company shall entirely depend on your efficiency, hard work, and regularity in attendance, sincerity, good conduct, and other relevant factors and the Company's performance. Such increase in no case shall be automatic and/or a matter of right.

Duties and Responsibilities: Your duties of the Company will expect you to work with a high standard of initiative, efficiency, and economy and encourage and motivate people under you to achieve optimum output. You will perform, observe and confirm such duties, directions, and instructions assigned or communicated to you by the company and those in authority over you.

- You will devote your entire time to the work of the Company and will not undertake any direct/indirect business or work, honorary or remunerator except with the written permission of the Management in each case. Contravention of this will lead to the termination without any notice or any compensation instead of such notice.

- You shall not seek membership in any local or public bodies without first obtaining written permission from the Management.

- You shall not give out information to any unauthorized person during the period of your service or even afterward by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which may be your privilege to know by your be in our employee.

- You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.

- You will disclose to us any discovery, invention, process, or improvement made or discovered by you while in our service, and such discovery, invention, process, or improvement shall belong absolutely to and be the sole and absolute property of

the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Latter's Patent, Licenses or

- other rights, privileges, or protection as may be directed by us in respect of any such discovery, invention, process, or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds, and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favor or favor of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof.

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- You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care, or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

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We are positive that you will find an exciting place to develop and advance your career.

You are requested to submit the following documents on the date of joining

- Proof of age (Birth Certificate/ PAN Card)
- Driving License or Passport Copy (For Identify Proof)
- Proof of educational qualification (SSC, HSC, Highest Degree Certificate)
- Proof of work experience–Service certificate/Appointment letter/Relieving
- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date 15/Jan/24

To Shivam A Chavan
Sahi

Dear,

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

Place of Joining: This appointment takes effect from your date of joining mentioned above & your reporting posting will be at - Pune Regional Office.

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- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date. 15/Jan/24.

To Harshwardhan Patil
Sabi

Dear

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

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- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date. 15-1-2024

To Rajaram Jayesh Solankustak
SETT

Dear.

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

Place of Joining: This appointment takes effect from your date of joining mentioned above & your reporting posting will be at - Pune Regional Office.

Salary & Allowances: Your salary will be 14500 on the target 3 times the salary per month.

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Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date. 15/Jan/24

To Smt/Smt Sonali Jadhav

Dear,

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

Place of Joining: This appointment takes effect from your date of joining mentioned above & your reporting posting will be at - Pune Regional Office.

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Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date 15/Jan/24

To Sanjay Kokare

Dear

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- You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.

- You will disclose to us any discovery, invention, process, or improvement made or discovered by you while in our service, and such discovery, invention, process, or improvement shall belong absolutely to and be the sole and absolute property of

the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Latter's Patent, Licenses or

- other rights, privileges, or protection as may be directed by us in respect of any such discovery, invention, process, or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds, and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favor or favor of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof.

- You will not enter into any commitments or dealings on behalf of the Company for which you have no clear authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

- You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care, or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

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- Weekly review meeting.

We are positive that you will find an exciting place to develop and advance your career.

You are requested to submit the following documents on the date of joining

- Proof of age (Birth Certificate/ PAN Card)
- Driving License or Passport Copy (For Identify Proof)
- Proof of educational qualification (SSC, HSC, Highest Degree Certificate)
- Proof of work experience–Service certificate/Appointment letter/Relieving
- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date 15/Jan/24

To Mona Aaliya B
Sah

Dear

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

Place of Joining: This appointment takes effect from your date of joining mentioned above & your reporting posting will be at - Pune Regional Office.

Salary & Allowances: Your salary will be 14500 on the target 3 times the salary per month.

Your first salary of the first month will be getting paid after the completion of your one month from your date of job ang & from the second month you will be eligible for the 10th of every month of the salary.

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If the company is terminating you or asking you to resign, then you will be not liable for any salary dues for that respective month & if you don't want to continue & not provide any notice period, the company will not be liable for paying you that respective month's salary. For employees, in the probation period, 15 days notice is required & after the probation period, 1 month's notice is required to serve for the FNF process. The FNF process will take place after 45 working days from your date of last working day.

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- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date. 15/jan/24

To Asst. Iswarlal O.
Sir

Dear.

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

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- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date. 15/Jan/24

To Patil Vinayak Vilas

Dear.

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

Place of Joining: This appointment takes effect from your date of joining mentioned above & your reporting posting will be at - Pune Regional Office.

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- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date. 15/Jan/24

To Pathl Rohit Dilip
Sh

Dear.

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

Place of Joining: This appointment takes effect from your date of joining mentioned above & your reporting posting will be at - Pune Regional Office.

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Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date. 15/1/24.

To Dadasaheb Ahnyer
Sh

Dear,

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

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You are requested to submit the following documents on the date of joining

- Proof of age (Birth Certificate/ PAN Card)
- Driving License or Passport Copy (For Identify Proof)
- Proof of educational qualification (SSC, HSC, Highest Degree Certificate)
- Proof of work experience–Service certificate/Appointment letter/Relieving
- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

MEGA

Offer Letter

Date 29/04/2024

To Akanksha Akaram Savare

Subject Offer letter for Apprenticeship (under NAPS) under the Apprentices Act, 1961

Dear Mr. Akanksha Akaram Savare

With reference to above subject you are selected to undergo on the job training as an 'Apprentice' under the Apprentices Act, 1961 at our clients on following terms and conditions

1) This offer letter is valid for Sharda Motors Industries LTD

2) Apprentices will be offered stipends + facilities as per company policy

3) This offer letter is valid subject to final interview by the Company and physical fitness in medical round

3) In case you fail to join the company as per joining date mentioned then this offer letter will stand cancelled

4) In case of misuse of this offer letter concerned person will be liable for appropriate legal action

5) Must carry your documents SSC, HSC, Diploma, Graduation, ITI all mark sheets and board certificates, Date of Birth proof, Aadhar Card, Pan Card, Nationalize Bank Account details, 1 Card size 8 photos & Stamp size 4 photos

6) You should submit police verification details and character certificate from college

7) You are required to join by 10/05/2024

8) Stipend - 17000

9) Post :- Graduate Engineering Trainee (GET)

10) You will pursue your on the job training with full efficiency, effectiveness and appropriate behavior. Incase any adverse feedback comes about you then it will be communicated to college and college will intervene in that matter

11) Our team will support you to get accommodation but the room rent and advance has to be paid by your own also night food arrangement needs to be done by yourself, so you need to carry sufficient money for it till their first month stipend receipt

12) You need to carry your bedding and other necessary things in order to stay here

Yours Sincerely

MEGA CORPSOL LLP

A1, 301, SAI SHRADDHA, AMBEDKAR CHOWK, NIGDI, PUNE - 44, MAHARASHTRA

9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

MEGA

Offer Letter

Date 29/04/2024

To Aniket Rajendra Kadavekar

Subject: **Offer letter for Apprenticeship (under NAPS) under the Apprentices Act, 1961**

Dear Mr Aniket Rajendra Kadavekar
With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions.

1) This offer letter is valid for: Sharda Motors Industries LTD
2) Apprentices will be offered stipends + facilities as per company policy.
3) This offer letter is valid subject to final interview by the Company and physical fitness in medical round
3) In case, you fail to join the company as per joining date mentioned then this offer letter will stand cancelled.
4) In case of misuse of this offer letter, concerned person will be liable for appropriate legal action
5) Must carry your documents -SSC, HSC, Diploma, Graduation, ITI - all mark sheets and board certificates, Date of Birth proof, Aadhar Card, Pan Card, Nationalize Bank Account details, I-Card size 8 photos & Stamp size 4 photos.
6) You should submit police verification details and character certificate from college.
7) You are required to join by 10/05/2024
8) Stipend - 17000
9) Post - Graduate Engineering Training (GET)
10) You will pursue your on the job training with full efficiency, effectiveness and appropriate behavior. Incase any adverse feedback comes about you then it will be communicated to college and college will intervene in that matter.
11) Our team will support you to get accommodation but the room rent and advance has to be paid by your own, also night food arrangement needs to be done by yourself, so you need to carry sufficient money for it till their first month stipend receipt.
12) You need to carry your bedding and other necessary things in order to stay here.

Yours Sincerely,

MEGA CARESOL PUNE NAPS TPA

MEGA CORPSOL LLP
A1 - 303, SAI SHRADDHA, AMBEGAON BK PHAVEL PUNE 41, MAHARASHTRA
9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

Received

MEGA

Offer Letter

Date 29/04/2024

To Nikhil Bhimarao Kadam

Subject **Offer letter for Apprenticeship (under NAPS) under the Apprentices Act, 1961**

Dear Mr Nikhil Bhimarao Kadam
With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions.

1) This offer letter is valid for: Sharda Motors Industries LTD
2) Apprentices will be offered stipends + facilities as per company policy.
3) This offer letter is valid subject to final interview by the Company and physical fitness in medical round.
3) In case, you fail to join the company as per joining date mentioned then this offer letter will stand cancelled.
4) In case of misuse of this offer letter, concerned person will be liable for appropriate legal action.
5) Must carry your documents -SSC, HSC, Diploma, Graduation, ITI - all mark sheets and board certificates, Date of Birth proof, Aadhar Card, Pan Card, Nationalize Bank Account details, I-Card size 8 photos & Stamp size 4 photos.
6) You should submit police verification details and character certificate from college.
7) You are required to join by 10/05/2024
8) Stipend - 17000
9) Post - Graduate Engineering Training (GET)
10) You will pursue your on the job training with full efficiency, effectiveness and appropriate behavior. Incase any adverse feedback comes about you then it will be communicated to college and college will intervene in that matter.
11) Our team will support you to get accommodation but the room rent and advance has to be paid by your own, also night food arrangement needs to be done by yourself, so you need to carry sufficient money for it till their first month stipend receipt.
12) You need to carry your bedding and other necessary things in order to stay here.

Yours Sincerely,

MEGA CORPSOL LLP

MEGA CORPSOL PUNE NAPS TPA

MEGA CORPSOL LLP
A1 - 303, SAI SHRADDHA, AMBEGAON BK (HAVELI), PUNE - 46, MAHARASHTRA
9168719090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

Received
Shraddha

MEGA

Offer Letter

Date 29/04/2024

To Pranali Babasaheb Kumbhar

Subject **Offer letter for Apprenticeship (under NAPS) under the Apprentices Act, 1961**

Dear Mr. Pranali Babasaheb Kumbhar
With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions.

1) This offer letter is valid for: Sharda Motors Industries LTD
2) Apprentices will be offered stipends + facilities as per company policy.
3) This offer letter is valid subject to final interview by the Company and physical fitness in medical round.
3) In case, you fail to join the company as per joining date mentioned then this offer letter will stand cancelled.
4) In case of misuse of this offer letter, concerned person will be liable for appropriate legal action.
5) Must carry your documents -SSC, HSC, Diploma, Graduation, ITI – all mark sheets and board certificates, Date of Birth proof, Aadhar Card, Pan Card, Nationalize Bank Account details, I-Card size 6 photos & Stamp size 4 photos.
6) You should submit police verification details and character certificate from college.
7) You are required to join by 10/05/2024
8) Stipend - 17000
9) Post - Graduate Engineering Training (GET)
10) You will pursue your on the job training with full efficiency, effectiveness and appropriate behavior. Incase any adverse feedback comes about you then it will be communicated to college and college will intervene in that matter.
11) Our team will support you to get accommodation but the room rent and advance has to be paid by your own, also night food arrangement needs to be done by yourself, so you need to carry sufficient money for it till their first month stipend receipt.
12) You need to carry your bedding and other necessary things in order to stay here.

Yours Sincerely,

MEGA CORPSOL LLP • PUNE • TPA • NAPS

MEGA CORPSOL LLP
A1 - 301, SAI SHRADDHA, AMBEGAON BK (HAVELI), PUNE - 46, MAHARASHTRA.
9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

Received
Bumbhar

MEGA

Offer Letter

Date 29/04/2024

To Saurav Shashikant Powar

Subject **Offer letter for Apprenticeship (under NAPS) under the Apprentices Act, 1961**

Dear Mr Saurav Shashikant Powar
With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions.

1) This offer letter is valid for: Sharda Motors Industries LTD
2) Apprentices will be offered stipends + facilities as per company policy.
3) This offer letter is valid subject to final interview by the Company and physical fitness in medical round.
3) In case, you fail to join the company as per joining date mentioned then this offer letter will stand cancelled.
4) In case of misuse of this offer letter, concerned person will be liable for appropriate legal action.
5) Must carry your documents -SSC, HSC, Diploma, Graduation, ITI - all mark sheets and board certificates, Date of Birth proof, Aadhar Card, Pan Card, Nationalize Bank Account details, I-Card size 8 photos & Stamp size 4 photos.
6) You should submit police verification details and character certificate from college.
7) You are required to join by 10/05/2024
8) Stipend - 17000
9) Post - Graduate Engineering Training (GET)
10) You will pursue your on the job training with full efficiency, effectiveness and appropriate behavior. Incase any adverse feedback comes about you then it will be communicated to college and college will intervene in that matter.
11) Our team will support you to get accommodation but the room rent and advance has to be paid by your own, also night food arrangement needs to be done by yourself, so you need to carry sufficient money for it till their first month stipend receipt.
12) You need to carry your bedding and other necessary things in order to stay here.

Yours Sincerely,

MEGA CORPSOL LLP

A1 [illegible] SIDDHA, AMBEGAON BK (HAVELI), PUNE 46, MAHARASHTRA
9168210090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

MEGA

Offer Letter

Date 29/04/2024

To Shubham Maruti Shete

Subject **Offer letter for Apprenticeship (under NAPS) under the Apprentices Act, 1961**

Dear Mr. Shubham Maruti Shete
With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions.

1) This offer letter is valid for: Sharda Motors Industries LTD
2) Apprentices will be offered stipends + facilities as per company policy.
3) This offer letter is valid subject to final interview by the Company and physical fitness in medical round.
3) In case, you fail to join the company as per joining date mentioned then this offer letter will stand cancelled.
4) In case of misuse of this offer letter, concerned person will be liable for appropriate legal action.
5) Must carry your documents -SSC, HSC, Diploma, Graduation, ITI - all mark sheets and board certificates, Date of Birth proof, Aadhar Card, Pan Card, Nationalize Bank Account details, I-Card size 8 photos & Stamp size 4 photos.
6) You should submit police verification details and character certificate from college.
7) You are required to join by 10/05/2024
8) Stipend - 17000
9) Post - Graduate Engineering Training (GET)
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11) Our team will support you to get accommodation but the room rent and advance has to be paid by your own, also night food arrangement needs to be done by yourself, so you need to carry sufficient money for it till their first month stipend receipt.
12) You need to carry your bedding and other necessary things in order to stay here.

Yours Sincerely,

MEGA CORPSOL LLP PUNE

MEGA CORPSOL LLP
A1 - 303, SAI SHRADDHA, AMBEGAON BK (HAVELI), PUNE - 46, MAHARASHTRA
9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

Received

MEGA

Offer Letter

Date 29/04/2024

To Siddhesh Santosh Bendkhale

Subject: Offer letter for Apprenticeship (under NAPS) under the Apprentices Act, 1961

Dear Mr Siddhesh Santosh Bendkhale
With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions.

1) This offer letter is valid for: Sharda Motors Industries LTD
2) Apprentices will be offered stipends + facilities as per company policy.
3) This offer letter is valid subject to final interview by the Company and physical fitness in medical round.
3) In case, you fail to join the company as per joining date mentioned then this offer letter will stand cancelled.
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12) You need to carry your bedding and other necessary things in order to stay here.

Yours Sincerely,

MEGA CORPSOL LLP NAPS PUNE

MEGA CORPSOL LLP
A1 - 303, SAI SHRADDHA, AMBEGAON BK (HAVELI), PUNE - 46, MAHARASHTRA
9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

A.Y. 23-24

MEGA

Offer Letter

Date 29/04/2024

To Siddhesh Sunil Shinde

Subject: **Offer letter for Apprenticeship (under NAPS) under the Apprentices Act, 1961**

Dear Mr. Siddhesh Sunil Shinde
With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions.

1) This offer letter is valid for: Sharda Motors Industries LTD
2) Apprentices will be offered stipends + facilities as per company policy.
3) This offer letter is valid subject to final interview by the Company and physical fitness in medical round.
3) In case, you fail to join the company as per joining date mentioned then this offer letter will stand cancelled
4) In case of misuse of this offer letter, concerned person will be liable for appropriate legal action.
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6) You should submit police verification details and character certificate from college.
7) You are required to join by 10/05/2024
8) Stipend - 17000
9) Post - Graduate Engineering Training (GET)
10) You will pursue your on the job training with full efficiency, effectiveness and appropriate behavior. Incase any adverse feedback comes about you then it will be communicated to college and college will intervene in that matter.
11) Our team will support you to get accommodation but the room rent and advance has to be paid by your own, also night food arrangement needs to be done by yourself, so you need to carry sufficient money for it till their first month stipend receipt.
12) You need to carry your bedding and other necessary things in order to stay here.

Yours Sincerely,

MEGA CORPSOL NAPS TPA SHG

Received
Shinde

MEGA CORPSOL LLP
A1 103 SA SHRADDHA, AMBEGAON BK |HAVELI, PUNE - 46, MAHARASHTRA.
9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

MEGA

Offer Letter

Date 29/04/2024

To Sunil Bhagwan Sawant

Subject **Offer letter for Apprenticeship (under NAPS) under the Apprentices Act, 1961**

Dear Mr. Sunil Bhagwan Sawant
With reference to above subject, you are selected to undergo on the job training as an 'Apprentice' under the Apprentices Act, 1961 at our clients on following terms and conditions.

1) This offer letter is valid for: Sharda Motors Industries LTD
2) Apprentices will be offered stipends + facilities as per company policy.
3) This offer letter is valid subject to final interview by the Company and physical fitness in medical round
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7) You are required to join by 10/05/2024
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9) Post - Graduate Engineering Training (GET)
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12) You need to carry your bedding and other necessary things in order to stay here.

Yours Sincerely,

MEGA CORPSOL LLP

A1 - 301, SAI SHRADDHA, AMBEGAON BK (HAVELI), PUNE - 46, MAHARASHTRA

9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

MEGA

Offer Letter

Date 29/04/2024

To Shubham Tukaram Khot

Subject **Offer letter for Apprenticeship (under NAPS) under the Apprentices Act, 1961**

Dear Mr Shubham Tukaram Khot
With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions.

1) This offer letter is valid for: Sharda Motors Industries LTD
2) Apprentices will be offered stipends + facilities as per company policy.
3) This offer letter is valid subject to final interview by the Company and physical fitness in medical round.
3) In case, you fail to join the company as per joining date mentioned then this offer letter will stand cancelled
4) In case of misuse of this offer letter, concerned person will be liable for appropriate legal action.
5) Must carry your documents -SSC, HSC, Diploma, Graduation, ITI - all mark sheets and board certificates, Date of Birth proof, Aadhar Card, Pan Card, Nationalize Bank Account details, 1-Card size 8 photos & Stamp size 4 photos.
6) You should submit police verification details and character certificate from college.
7) You are required to join by 10/05/2024
8) Stipend - 17000
9) Post - Graduate Engineering Training (GET)
10) You will pursue your on the job training with full efficiency, effectiveness and appropriate behavior. Incase any adverse feedback comes about you then it will be communicated to college and college will intervene in that matter.
11) Our team will support you to get accommodation but the room rent and advance has to be paid by your own, also night food arrangement needs to be done by yourself, so you need to carry sufficient money for it till their first month stipend receipt.
12) You need to carry your bedding and other necessary things in order to stay here.

Yours Sincerely,

MEGA CARPSOL LLP NAPS PUNE TPA

MEGA CORPSOL LLP
A1 - 303, SAI SHRADDHA, AMBEGAON BK (HAVELI), PUNE - 46, MAHARASHTRA
9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

Received

ASIAN EQUIPMENTS

Date: 05 June 2024

To,

Mr. Ahad Samad Khochikar

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Mechanical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of **Asian Equipments** team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We expect you to join us on **15 June**, 2024. Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter. 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.

The following points outline the terms and conditions we are proposing:

Position	:	**Mechanical Engineer Trainee**
Start Date	:	15 June, 2024
Working days in a week	:	6 days
Salary	:	Rs.18000/-per month

Others terms and Conditions:

1. Probation period shall be for 12 months starting from the date of joining. Probation period may be extended to further period based on your performance.
2. Paid leaves other than the national holidays as decided by the company from time to time.
3. You shall be absorbed as a permanent employee on successful completion of probation period.
4. You shall be eligible for all the incentive programs, training and development activities and employee engagement activities during the probation period also.
5. You shall be eligible for all the company benefits like insurance, ESOPS and other benefits as decided by the company from time to time after completion of your probation period.
6. Notice period shall of 1 month during probation period and 3 months when working as confirmed employees.
7. If an employee wants to resign without servicing notice period, he or she shall pay to the company the notice month's salary i.e. 1-month salary when in probation period and 3 month's salary after probation period. The notice period salary has to be paid in advance before relieving.
8. Based on your performance during every financial year you shall be going through appraisal process and increment / decrement in salary shall be decided on that parameters.
9. Company may declare bonuses/ incentives based on company's performance as a whole.
10. You shall not engage in any activity which shall bring disrepute to this company.

11. You should work with honesty and should not be involved in political activity within or outside the company.
12. You shall not disclose, steal or transfer any information to any person or entity outside the company without the written consent of the promoters. Any such activity if found, employee shall be liable for disciplinary action as suggested by the promoters.
13. You shall not join any rivalry or competitor company within 1 year from date of relieving. For any such activity, employee shall be liable for disciplinary action as suggested by the promoters.
14. Employment terms and benefits of confirmed employee shall be given in detail while confirmation.
15. You shall work towards achieving company's goals and contribute towards nation building.
16. You shall be eligible for other benefits as mutually decided between the company and you.

Please submit the following documents to HR: 1) a signed copy of this offer letter 2) your academics certificates 3) technical certifications, if any 4) experience/ relieving letters if any 5) one color passport-size photo.

Best Regards,

For



M/s Asian Equipments

ASIAN EQUIPMENTS

Date: 05 June 2024

To,

Mr. Pradip Shamrao Mane

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Mechanical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of **Asian Equipments** team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We expect you to join us on **15 June**, 2024. Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter. 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.

The following points outline the terms and conditions we are proposing:

Position	:	**Mechanical Engineer Trainee**
Start Date	:	15 June, 2024
Working days in a week	:	6 days
Salary	:	Rs.18000/-per month

Others terms and Conditions:

1. Probation period shall be for 12 months starting from the date of joining. Probation period may be extended to further period based on your performance.
2. Paid leaves other than the national holidays as decided by the company from time to time.
3. You shall be absorbed as a permanent employee on successful completion of probation period.
4. You shall be eligible for all the incentive programs, training and development activities and employee engagement activities during the probation period also.
5. You shall be eligible for all the company benefits like insurance, ESOPS and other benefits as decided by the company from time to time after completion of your probation period.
6. Notice period shall of 1 month during probation period and 3 months when working as confirmed employees.
7. If an employee wants to resign without servicing notice period, he or she shall pay to the company the notice month's salary i.e. 1-month salary when in probation period and 3 month's salary after probation period. The notice period salary has to be paid in advance before relieving.
8. Based on your performance during every financial year you shall be going through appraisal process and increment / decrement in salary shall be decided on that parameters.
9. Company may declare bonuses/ incentives based on company's performance as a whole.
10. You shall not engage in any activity which shall bring disrepute to this company.

11. You should work with honesty and should not be involved in political activity within or outside the company.
12. You shall not disclose, steal or transfer any information to any person or entity outside the company without the written consent of the promoters. Any such activity if found, employee shall be liable for disciplinary action as suggested by the promoters.
13. You shall not join any rivalry or competitor company within 1 year from date of relieving. For any such activity, employee shall be liable for disciplinary action as suggested by the promoters.
14. Employment terms and benefits of confirmed employee shall be given in detail while confirmation.
15. You shall work towards achieving company's goals and contribute towards nation building.
16. You shall be eligible for other benefits as mutually decided between the company and you.

Please submit the following documents to HR: 1) a signed copy of this offer letter 2) your academics certificates 3) technical certifications, if any 4) experience/ relieving letters if any 5) one color passport-size photo.

Best Regards,

For



M/s Asian Equipments

Offer Letter

Date: 09/10/2024

To POWAR SOURAV SHASHIKANT.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, POWAR SOURAV SHASHIKANT

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

1) Apprentices will be offered stipends + facilities as per company policy.
2) This offer letter is valid subject to final interview by the Company and physical fitness in medical round.
3) In case, you fail to join the company as per joining date mentioned then this offer letter will stand cancelled.
4) In case of misuse of this offer letter, concerned person will be liable for appropriate legal action.
5) Must carry your documents -SSC, HSC, Diploma, Graduation, ITI - all mark sheets and board certificates, Date of Birth proof, Aadhar Card, Pan Card, Nationalize Bank Account details, I-Card size 8 photos & Stamp size 4 photos.
6) You should submit police verification details and character certificate from college.
7) You are required to join by **10-10-2024**
8) Stipend Monthly Rs. 20000/- (15500+4500 Incentive)
9) You will pursue your on the job training with full efficiency, effectiveness and appropriate behavior. Incase any adverse feedback comes about you then it will be communicated to college and college will intervene in that matter.
10) Our team will support you to get accommodation but the room rent and advance has to be paid by your own, also night food arrangement needs to be done by yourself, so you need to carry sufficient money for it till their first month stipend receipt.
11) You need to carry your bedding and other necessary things in order to stay here.

Yours Sincerely,

MEGA CORPSOL LLP
A1 - 303, SAI SHRADDHA, AMBEGAON BK (HAVELI), PUNE - 46, MAHARASHTRA.
9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

ASIAN EQUIPMENTS

Date: 05 June 2024

To,

Mr. Shridhar Yuraj Naik

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Mechanical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of **Asian Equipments** team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We expect you to join us on **15 June**, 2024. Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter. 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.

The following points outline the terms and conditions we are proposing:

Position	:	**Mechanical Engineer Trainee**
Start Date	:	15 June, 2024
Working days in a week	:	6 days
Salary	:	Rs.18000/-per month

Others terms and Conditions:

1. Probation period shall be for 12 months starting from the date of joining. Probation period may be extended to further period based on your performance.
2. Paid leaves other than the national holidays as decided by the company from time to time.
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8. Based on your performance during every financial year you shall be going through appraisal process and increment / decrement in salary shall be decided on that parameters.
9. Company may declare bonuses/ incentives based on company's performance as a whole.
10. You shall not engage in any activity which shall bring disrepute to this company.

11. You should work with honesty and should not be involved in political activity within or outside the company.
12. You shall not disclose, steal or transfer any information to any person or entity outside the company without the written consent of the promoters. Any such activity if found, employee shall be liable for disciplinary action as suggested by the promoters.
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14. Employment terms and benefits of confirmed employee shall be given in detail while confirmation.
15. You shall work towards achieving company's goals and contribute towards nation building.
16. You shall be eligible for other benefits as mutually decided between the company and you.

Please submit the following documents to HR: 1) a signed copy of this offer letter 2) your academics certificates 3) technical certifications, if any 4) experience/ relieving letters if any 5) one color passport-size photo.

Best Regards,

For



M/s Asian Equipments

ASIAN EQUIPMENTS

Date: 05 June 2024

To,

Mr. Pramod Gunda Shikhare

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Mechanical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of **Asian Equipments** team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We expect you to join us on **15 June**, 2024. Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter. 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.

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Best Regards,

For



M/s Asian Equipments

ASIAN EQUIPMENTS

Date: 05 June 2024

To,

Mr. Nilesh Shivaji Shikhare

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Mechanical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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Best Regards,

For



M/s Asian Equipments

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8432977474 magnus.corpo@gmail.com www.magnuscorporation.co.in

Offer Letter

12/Nov/24

Dear

Arab Mohmadsaad Zakirhusen
Mechanical Engineering
Sajeevan Engineering and Technological Institute
Panhala, Kolhapur

We are pleased to offer you the position of Sales Trainee Engineer in the Tooling Division at our Shiroli MIDC, Kolhapur. We were impressed by your background in mechanical engineering and are confident in your potential to contribute to our team.

This position comes with an annual CTC of INR 1.6 lakhs. In this role, you will support sales operations by assisting in client presentations, understanding customer needs, and promoting tooling solutions under the guidance of our senior sales engineers. This opportunity provides valuable exposure to both technical and commercial aspects of engineering.

Please review the terms and confirm your acceptance by 15 November 2024.

We are excited to welcome you on board and look forward to your contributions.

Warm regards,
Shri. Atul Powar
Director
8432977474

Magnus Corporation

ASIAN EQUIPMENTS

Date: 05 June 2024

To,

Mr. Jadhav Alias Mithari Kaustubh Rajendra

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Mechanical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of **Asian Equipments** team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

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Best Regards,

For



M/s Asian Equipments

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8432977474 magnus.corpo@gmail.com www.magnuscorporation.co.in

Offer Letter

12 Nov 24

Dear

Patil Anish Vasant
Mechanical Engineering
Sajeevan Engineering and Technological Institute
Panhala, Kolhapur

We are pleased to offer you the position of Sales Trainee Engineer in the Tooling Division at our **Shirwel MIDC, Pune**. We were impressed by your background in mechanical engineering and are confident in your potential to contribute to our team.

This position comes with an annual CTC of INR 2.10 lakhs. In this role, you will support sales operations by assisting in client presentations, understanding customer needs, and promoting tooling solutions under the guidance of our senior sales engineers. This opportunity provides valuable exposure to both technical and commercial aspects of engineering.

Please review the terms and confirm your acceptance by 15 November 2024.

We are excited to welcome you on board and look forward to your contributions.

Warm regards,
Shri. Atul Powar
Director
8432977474

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Offer Letter

12/Nov/24

Dear

Kamble Shubham Bajirao
Mechanical Engineering
Sajeevan Engineering and Technological Institute
Panhala, Kolhapur

We are pleased to offer you the position of Sales Trainee Engineer in the Tooling Division at our **Satara City & Satara District.** We were impressed by your background in mechanical engineering and are confident in your potential to contribute to our team.

This position comes with an annual CTC of INR 1.6 lakhs. In this role, you will support sales operations by assisting in client presentations, understanding customer needs, and promoting tooling solutions under the guidance of our senior sales engineers. This opportunity provides valuable exposure to both technical and commercial aspects of engineering.

Please review the terms and confirm your acceptance by 15 November 2024.

We are excited to welcome you on board and look forward to your contributions.

Warm regards,
Shri. Atul Powar
Director
8432977474

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8432977474 magnus.corpo@gmail.com www.magnuscorporation.co.in

Offer Letter

12/11/24

Dear

Shinde Sahil Nitin
Mechanical Engineering
Sajeevan Engineering and Technological Institute
Panhala, Kolhapur

We are pleased to offer you the position of Sales Trainee Engineer in the Tooling Division at our **Chiplun, Ratnagiri District.** We were impressed by your background in mechanical engineering and are confident in your potential to contribute to our team.

This position comes with an annual CTC of INR 1.7 lakhs. Under the guidance of our senior sales engineers, you will support sales operations by assisting in client presentations, understanding customer needs, and promoting tooling solutions. This opportunity provides valuable exposure to both technical and commercial aspects of engineering.

Please review the terms and confirm your acceptance by 15 November 2024.

We are excited to welcome you on board and look forward to your contributions.

Warm regards,
Shri. Atul Powar
Director
8432977474

Magnus Corporation

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8432977474 magnus.corpo@gmail.com www.magnuscorporation.co.in

Offer Letter

12/Nov/24

Dear

Gurav Rohit Hindurao
Mechanical Engineering
Sajeevan Engineering and Technological Institute
Panhala, Kolhapur

We are pleased to offer you the position of Sales Trainee Engineer in the Tooling Division at our **Solapur.** We were impressed by your background in mechanical engineering and are confident in your potential to contribute to our team.

This position comes with an annual CTC of INR 1.8 lakhs. Under the guidance of our senior sales engineers, you will support sales operations by assisting in client presentations, understanding customer needs, and promoting tooling solutions. This opportunity provides valuable exposure to both technical and commercial aspects of engineering.

Please review the terms and confirm your acceptance by 15 November 2024.

We are excited to welcome you on board and look forward to your contributions.

Warm regards,
Shri. Atul Powar
Director
8432977474

Magnus Corporation

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8432977474 magnus.corpo@gmail.com www.magnuscorporation.co.in

Offer Letter 12/Nov/24

Dear

Jagdale Abhishek Vijay
Sajeevan Engineering and Technological Institute
Panhala, Kolhapur

We are pleased to offer you the position of Trainee Engineer in the **Compressor Division** at our **Bhosari MIDC, Pune Location.** We were impressed by your background in electrical engineering and are confident that you will be a valuable addition to our team.

This role offers an annual CTC of INR 2.2 lakhs. Your primary responsibilities will include assisting in the installation, maintenance, and troubleshooting of compressor systems, under the guidance of senior engineers. This opportunity will provide hands-on experience and exposure to key aspects of engineering operations. You will also receive training to build your technical skills and deepen your understanding of industry practices.

We are committed to supporting your growth and development, and we believe that you will make a meaningful impact in this role. Please review the terms and confirm your acceptance by 20 November 2024

Welcome aboard! We look forward to your contributions.

Warm regards,
Atul Powar
Director

8432977474

Magnus Corporation

CYIENT

FY24 – Compensation Review Statement

26 September 2024

Associate ID : 72802
Name : Dhiraj Lohar

Confidential

As part of Cyient's annual performance review process, your performance and the achievement against your agreed objectives have been reviewed.

Please see below the details of your compensation revision taking into consideration your performance, current compensation positioning and recommendations from the business unit's head. The revised compensation will be effective 01 July 2024 and all payouts will be made after deduction of applicable taxes and any other deductions. Your current job position details are given below for reference.

Job Profile	Reliability Engineer - Entry	**Business Title**	Visual Designer
Job Band	Band B	**Full/Part Time**	Full time

Compensation Summary (Effective 01 July 2024)

	Current Compensation	Revised Compensation	Currency
Fixed Compensation (Annual)	8,26,025	9,51,919	INR
***Exgratia (Annual)**	66,000		INR
Total Compensation (Annual)	8,92,025	9,51,919	INR

*As part of the salary structure harmonization, Exgratia amount has been realigned to the Fixed Compensation.

Please refer Annexure 1 for detailed Salary Structure.

We thank you for the commitment you bring to your role in our company. On behalf of Cyient, it is my pleasure to recognize you for your contribution in achieving our goals.

Wishing you all the best to continue your contributions towards achieving our vision of Designing Tomorrow Together.

Warm regards,



Herman Kleynhans
Senior Vice President & BU Head - MEU

Annexure 1: Revised Salary Structure

Compensation component	Monthly in INR	Annual in INR
Base Component : (A)		
Basic	31,731	3,80,772
HRA	15,866	1,90,392
Advance Bonus	2,800	33,600
Bouquet of Benefits (BoB)* : (B)	23,596	2,83,147
Statutory Benefits (Company's Contribution): (C)		
Provident Fund	3,808	45,696
Gratuity	1,526	18,312
Fixed Compensation: (A) + (B) + (C)	**79326**	**9,51,919**
Variable Pay: (D)		**0**
Total Compensation: (A) + (B) + (C) + (D)		**9,51,919**

BoB*: Please refer Total rewards document on My Cyient for details.

*** The company reserves the right to alter the salary structure and make changes in the overall CTC to accommodate any changes in the regulatory provisions or company policies.**

ASIAN EQUIPMENTS

Date: 05 June 2024

To,

Mr. Niranjan Jaywant Jadhav

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Mechanical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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Best Regards,

For



M/s Asian Equipments

tpo seti <tpo@seti.edu.in>

Regarding Recruitment in our company

1 message

Rahul Bora <rahulb@eki.co.in> Mon, Nov 18, 2024 at 5:05 PM
To: tpo@seti.edu.in

Dear Dr. Ajay Maske

As per the Interview, below is the list of selected students under NATS Trainee Engineer in our Quality and Production Division, with Pay perks of 18500 Rs. PM.

1. Tarelekar Pruthviraj Chandrakant
2. Mhamulkar Abhijit Hindurao
3. Shinde Prathemesh Bhagavan

Thanks Regards,

Rahul Bora

AGM – HR Accounts

7720053026

tpo seti <tpo@seti.edu.in>

Regarding Recruitment in our company

1 message

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2. Mhamulkar Abhijit Hindurao
3. Shinde Prathemesh Bhagavan

Thanks Regards,

Rahul Bora

AGM – HR Accounts

7720053026

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Offer Letter

12/Nov/24

Dear

Bhat Sahil Pundalik
Mechanical Engineering
Sajeevan Engineering and Technological Institute
Panhala, Kolhapur

We are pleased to offer you the position of Sales Trainee Engineer in the Tooling Division at our **Belagavi.** We were impressed by your background in mechanical engineering and are confident in your potential to contribute to our team.

This position comes with an annual CTC of INR 1.7 lakhs. Under the guidance of our senior sales engineers, you will support sales operations by assisting in client presentations, understanding customer needs, and promoting tooling solutions. This opportunity provides valuable exposure to both technical and commercial aspects of engineering.

Please review the terms and confirm your acceptance by 15 November 2024.

We are excited to welcome you on board and look forward to your contributions.

Warm regards,
Shri. Atul Powar
Director
8432977474

Magnus Corporation

ASIAN EQUIPMENTS

Date: 05 June 2024

To,

Mr. Shrikant Arun Saswade

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Mechanical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of **Asian Equipments** team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We expect you to join us on **15 June**, 2024. Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter. 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.

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7. If an employee wants to resign without servicing notice period, he or she shall pay to the company the notice month's salary i.e. 1-month salary when in probation period and 3 month's salary after probation period. The notice period salary has to be paid in advance before relieving.
8. Based on your performance during every financial year you shall be going through appraisal process and increment / decrement in salary shall be decided on that parameters.
9. Company may declare bonuses/ incentives based on company's performance as a whole.
10. You shall not engage in any activity which shall bring disrepute to this company.

11. You should work with honesty and should not be involved in political activity within or outside the company.
12. You shall not disclose, steal or transfer any information to any person or entity outside the company without the written consent of the promoters. Any such activity if found, employee shall be liable for disciplinary action as suggested by the promoters.
13. You shall not join any rivalry or competitor company within 1 year from date of relieving. For any such activity, employee shall be liable for disciplinary action as suggested by the promoters.
14. Employment terms and benefits of confirmed employee shall be given in detail while confirmation.
15. You shall work towards achieving company's goals and contribute towards nation building.
16. You shall be eligible for other benefits as mutually decided between the company and you.

Please submit the following documents to HR: 1) a signed copy of this offer letter 2) your academics certificates 3) technical certifications, if any 4) experience/ relieving letters if any 5) one color passport-size photo.

Best Regards,

For



M/s Asian Equipments

tpo seti <tpo@seti.edu.in>

Regarding Recruitment in our company

1 message

Rahul Bora <rahulb@eki.co.in> Mon, Nov 18, 2024 at 5:05 PM
To: tpo@seti.edu.in

Dear Dr. Ajay Maske

As per the Interview, below is the list of selected students under NATS Trainee Engineer in our Quality and Production Division, with Pay perks of 18500 Rs. PM.

1. Tarelekar Pruthviraj Chandrakant
2. Mhamulkar Abhijit Hindurao
3. Shinde Prathemesh Bhagavan

Thanks Regards,

Rahul Bora

AGM – HR Accounts

7720053026

MAGNUS
CORPORATION
Industrial Material Manufacturer and Supplier

Our Branches
Kolhapur, Karad, Mumbai,
Sangli, Baramati, Belgaon,
Satara Pune, Goa

Vathar Tarf Vadgaon, Gaikwad Complex, Tal-Hatkanangale. Dist-Kolhapur, Pin - 416112
8432977474 magnus.corpo@gmail.com www.magnuscorporation.co.in

Offer Letter

12/Nov/24

Dear

Patil Vaibhav Rangrao
Sajeevan Engineering and Technological Institute
Panhala. Kolhapur

We are pleased to offer you the position of Trainee Engineer in the **Compressor Division** at our **Ratnagiri location**. We were impressed by your background in electrical engineering and are confident that you will be a valuable addition to our team.

This role offers an annual CTC of INR 1.7 lakhs. Your primary responsibilities will include assisting in the installation, maintenance, and troubleshooting of compressor systems, under the guidance of senior engineers. This opportunity will provide hands-on experience and exposure to key aspects of engineering operations. You will also receive training to build your technical skills and deepen your understanding of industry practices.

We are committed to supporting your growth and development, and we believe that you will make a meaningful impact in this role. Please review the terms and confirm your acceptance by 20 November 2024

Welcome aboard! We look forward to your contributions.

Warm regards,
Atul Powar
Director

8432977474

Magnus Corporation

Offer Letter

Date: 09/10/2024

To GUJAR PRANAV JOTIRAM.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, GUJAR PRANAV JOTIRAM

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for:

ORIENTAL YEAST INDIA PRIVATE LIMITED.

1) Apprentices will be offered stipends + facilities as per company policy.
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5) Must carry your documents -SSC, HSC, Diploma, Graduation, ITI - all mark sheets and board certificates, Date of Birth proof, Aadhar Card, Pan Card, Nationalize Bank Account details, I-Card size 8 photos & Stamp size 4 photos.
6) You should submit police verification details and character certificate from college.
7) You are required to join by **10-10-2024**
8) Stipend Monthly Rs. 20000/- (15500+4500 Incentive)
9) You will pursue your on the job training with full efficiency, effectiveness and appropriate behavior. Incase any adverse feedback comes about you then it will be communicated to college and college will intervene in that matter.
10) Our team will support you to get accommodation but the room rent and advance has to be paid by your own, also night food arrangement needs to be done by yourself, so you need to carry sufficient money for it till their first month stipend receipt.
11) You need to carry your bedding and other necessary things in order to stay here.

Yours Sincerely,

MEGA CORPSOL LLP
A1 - 303, SAI SHRADDHA, AMBEGAON BK (HAVELI), PUNE - 46, MAHARASHTRA.
9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

Offer Letter

Date: 09/10/2024

To MAGDUM PRATHMESH SUDHIR.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, MAGDUM PRATHMESH SUDHIR

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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MEGA
CORPSOL

Offer Letter

Date: 09/10/2024

To BENDHALE SIDDHESH SANTOSH.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, BENDHALE SIDDHESH SANTOSH

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To POWAR SOURAV SHASHIKANT.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, POWAR SOURAV SHASHIKANT

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To DHERE SAURABH SATISH .
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, DHERE SAURABH SATISH

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To DHERE HARSH SATISH .
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, DHERE HARSH SATISH

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To DESAI VISHWAJEET VIKAS.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, DESAI VISHWAJEET VIKAS

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To KHOT VIVEK MADHUKAR.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, KHOT VIVEK MADHUKAR

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To JADHAV OMKAR SHASHIKANT.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, JADHAV OMKAR SHASHIKANT

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To GARAD NILESH JAYSING.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, GARAD NILESH JAYSING

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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MEGA
CORPSOL

Offer Letter

Date: 09/10/2024

To POPHALE YASH PRAVIN.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, POPHALE YASH PRAVIN

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To MANE PAVAN MAHADEV.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, MANE PAVAN MAHADEV

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MEGA
CORPSOL

Offer Letter

Date: 09/10/2024

To SAPALE GAURESH RAJESH.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, SAPALE GAURESH RAJESH

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MEGA
CORPSOL

Offer Letter

Date: 09/10/2024

To KATE RAJVARDHAN KAMALAKAR.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, KATE RAJVARDHAN KAMALAKAR

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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7) You are required to join by **10-10-2024**
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9) You will pursue your on the job training with full efficiency, effectiveness and appropriate behavior. Incase any adverse feedback comes about you then it will be communicated to college and college will intervene in that matter.
10) Our team will support you to get accommodation but the room rent and advance has to be paid by your own, also night food arrangement needs to be done by yourself, so you need to carry sufficient money for it till their first month stipend receipt.
11) You need to carry your bedding and other necessary things in order to stay here.

Yours Sincerely,

MEGA CORPSOL PUNE NAPS TPA

MEGA CORPSOL LLP
A1 - 303, SAI SHRADDHA, AMBEGAON BK (HAVELI), PUNE - 46, MAHARASHTRA.
9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

Offer Letter

Date: 09/10/2024

To KADAM PRANAV JAGADISH.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, KADAM PRANAV JAGADISH

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To NAGARI DIPAK DEVENDRA
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, NAGARI DIPAK DEVENDRA
With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To, BAWALE VISHWESH PRASANNA.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, BAWALE VISHWESH PRASANNA

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To, SHINDE CHAITANYA DILIP.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, SHINDE CHAITANYA DILIP

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MEGA
CORPSOL

Offer Letter

Date: 09/10/2024

To, KHADE ROHIT VISHWAS.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, KHADE ROHIT VISHWAS

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MEGA
CORPSOL

Offer Letter

Date: 09/10/2024

To, SATHAM DIGAMBAR SUNIL.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, SATHAM DIGAMBAR SUNIL

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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MEGA
CORPSOL

Offer Letter

Date: 09/10/2024

To, PADALKAR ANIKET ASHOK.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, PADALKAR ANIKET ASHOK

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To, BAGADI DHAIRYASHIL HINDURAO.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr, BAGADI DHAIRYASHIL HINDURAO

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Offer Letter

Date: 09/10/2024

To, PATIL SUSHANT SANJAY.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr. PATIL SUSHANT SANJAY

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To, WAIKAR RAHIL ANIS.

Subject: **Offer letter for Apprentice Trainee**

Dear Mr. WAIKAR RAHIL ANIS

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To, SAVARE AKANKSHA AKARAM.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr. SAVARE AKANKSHA AKARAM

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Offer Letter

Date: 09/10/2024

To, KONDE SAMRUDDHI BABASAHEB.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr. KONDE SAMRUDDHI BABASAHEB

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Offer Letter

Date: 09/10/2024

To, WANGIKAR RUTUJA AAPPASO.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr. WANGIKAR RUTUJA AAPPASO

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Offer Letter

Date: 09/10/2024

To, KUMBHAR ABHIJEET VILAS.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr. KUMBHAR ABHIJEET VILAS

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

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Offer Letter

Date: 09/10/2024

To, CHOUGULE SUMIT MANOHAR.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr. CHOUGULE SUMIT MANOHAR

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5) Must carry your documents -SSC, HSC, Diploma, Graduation, ITI - all mark sheets and board certificates, Date of Birth proof, Aadhar Card, Pan Card, Nationalize Bank Account details, I-Card size 8 photos & Stamp size 4 photos.
6) You should submit police verification details and character certificate from college.
7) You are required to join by **10-10-2024**
8) Stipend Monthly Rs. 20000/- (15500+4500 Incentive)
9) You will pursue your on the job training with full efficiency, effectiveness and appropriate behavior. Incase any adverse feedback comes about you then it will be communicated to college and college will intervene in that matter.
10) Our team will support you to get accommodation but the room rent and advance has to be paid by your own, also night food arrangement needs to be done by yourself, so you need to carry sufficient money for it till their first month stipend receipt.
11) You need to carry your bedding and other necessary things in order to stay here.

Yours Sincerely,

MEGA CORPSOL LLP
A1 - 303, SAI SHRADDHA, AMBEGAON BK (HAVELI), PUNE - 46, MAHARASHTRA.
9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

Offer Letter

Date: 09/10/2024

To, KHOT RUSHIKESH NAMDEV.
Subject: **Offer letter for Apprentice Trainee**

Dear Mr. KHOT RUSHIKESH NAMDEV

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

1) Apprentices will be offered stipends + facilities as per company policy.
2) This offer letter is valid subject to final interview by the Company and physical fitness in medical round.
3) In case, you fail to join the company as per joining date mentioned then this offer letter will stand cancelled.
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9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

Offer Letter

Date: 09/10/2024

To, CHOUGULE SHIDHARTH SAMBHAJI .
Subject: **Offer letter for Apprentice Trainee**

Dear Mr. CHOUGULE SHIDHARTH SAMBHAJI

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

1) Apprentices will be offered stipends + facilities as per company policy.
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Yours Sincerely,

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9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

MEGA
CORPSOL

Offer Letter

Date: 09/10/2024

To, MULLA JUBER SAMEER .
Subject: **Offer letter for Apprentice Trainee**

Dear Mr. MULLA JUBER SAMEER
With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

1) Apprentices will be offered stipends + facilities as per company policy.
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Yours Sincerely,

MEGA CORPSOL PUNE MAPS TPA

MEGA CORPSOL LLP
A1 - 303, SAI SHRADDHA, AMBEGAON BK (HAVELI), PUNE - 46, MAHARASHTRA.
9168219090 / 9168319090 info@megacorpsol.com www.megacorpsol.com

Offer Letter

Date: 09/10/2024

To, MOHITE VIVEK SHRIKANT .

Subject: **Offer letter for Apprentice Trainee**

Dear Mr. MOHITE VIVEK SHRIKANT

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions. This offer letter is valid for: **ORIENTAL YEAST INDIA PRIVATE LIMITED.**

1) Apprentices will be offered stipends + facilities as per company policy.
2) This offer letter is valid subject to final interview by the Company and physical fitness in medical round.
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MAGNUS
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Vathar Tarf Vadgaon, Gaikwad Complex, Tal-Hatkanangale, Dist-Kolhapur, Pin - 416112
8432977474 magnus.corpo@gmail.com www.magnuscorporation.co.in

Offer Letter

12/Nov/24

Dear

Patil Nikhil Dnyandev
Sajeevan Engineering and Technological Institute
Panhala, Kolhapur

We are pleased to offer you the position of Trainee Engineer in the **Compressor Division** at our **Pune Location**. We were impressed by your background in electrical engineering and are confident that you will be a valuable addition to our team.

This role offers an annual CTC of INR 2.10 lakhs. Your primary responsibilities will include assisting in the installation, maintenance, and troubleshooting of compressor systems, under the guidance of senior engineers. This opportunity will provide hands-on experience and exposure to key aspects of engineering operations. You will also receive training to build your technical skills and deepen your understanding of industry practices.

We are committed to supporting your growth and development, and we believe that you will make a meaningful impact in this role. Please review the terms and confirm your acceptance by 20 November 2024

Welcome aboard! We look forward to your contributions.

Warm regards,
Atul Powar
Director

8432977474

Magnus Corporation

CAIT
EDUSYS Pvt Ltd.

To

Chand Sonali Dasharath

Sanjeevan Group of Institutions, Panhala

Subject: Offer of Apprenticeship under the Apprentices Act, 1961 (NAPS)

This letter serves as an offer for an apprenticeship under the Aporentices Act, 1961, you will be deputed at InYantra Techno ogies Pvt Ltd, Shirwal.

Key Terms and Conditions:

1. **Apprenticeship Duration:** 12 months after Completion of roll job as per performance
2. **Stipend:** ₹17,000 per month.
3. **Post:** Graduate Engineering Training (GET)
4. **Joining Date:** 15th Jan 2024

Offer Acceptance:

This offer is contingent upon:

- **Successful Completion of Medical Examination:** You must successfully pass a medical examination conducted by the Company.
- **Final Interview:** You must successfully clear the final interview conducted by the Company.

Responsibilities:

- You are expected to diligently pursue on-the-job training with full efficiency, effectiveness, and appropriate professional behavior.
- Any adverse feedback received regarding your performance or conduct will be communicated to your college, and your college will be expected to address the matter.

Documentation Requirements:

Please ensure you have the following documents ready for submission:

CAIT
EDUSYS Pvt. Ltd.

- **Educational Certificates:** SSC, HSC, Diploma, Graduation (if applicable) - all mark sheets and board certificates.
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- **Bank Account Details:** Nationalized Bank Account details.
- **Photographs:** 8 passport-size photographs and 4 stamp-size photographs.
- **Background Verification:** Police verification details and character certificate from your college.

Accommodation:

Our team will assist you in finding suitable accommodation. However, you are responsible for:

- **Rent and Advance:** Paying the rent and any advance for the accommodation.
- **Night Food Arrangements:** Making arrangements for your own night meals.
- **Personal Belongings:** Bringing your own bedding and other necessary personal belongings.

Important Notes:

- Failure to join the Company on the specified joining date will result in the cancellation of this offer.
- Misuse of this offer letter may result in legal action.

Acceptance:

Please confirm your acceptance of this offer by signing and returning a copy of this letter to Kiran Gaikwad , 9762736485.

Kiran Gaikwad

HR- Executive

CAIT EDUSYS PVT.LTD

CAIT
EDUSYS Pvt. Ltd.

To

Bhunde Payal Goma

Sanjeevan Group of Institutions, Panhala

Subject: Offer of Apprenticeship under the Apprentices Act, 1961 (NAPS)

This letter serves as an offer for an apprenticeship under the Apprentices Act, 1961, you will be deputed at InYantra Technologies Pvt Ltd, Shirwal.

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Kiran Gaikwad

HR- Executive

CAIT EDUSYS PVT.LTD

CAIT
EDUSYS Pvt. Ltd.

To

Aarati Sarjerao Kadam

Sanjeevan Group of Institutions, Panhala

Subject: Offer of Apprenticeship under the Apprentices Act, 1961 (NAPS)

This letter serves as an offer for an apprenticeship under the Apprentices Act, 1961, you will be deputed at InYantra Technologies Pvt Ltd, Shirwal.

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Acceptance:

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Kiran Gaikwad

HR- Executive

CAIT EDUSYS PVT.LTD

CAIT
EDUSYS Pvt. Ltd.

To

Jadhav Sonali Babaso

Sanjeevan Group of Institutions, Panhala

Subject: Offer of Apprenticeship under the Apprentices Act, 1961 (NAPS)

This letter serves as an offer fo[redacted] apprenticeship under the Apprentices Act, 1961, you will be deputed at InYantra Techno[redacted]es Pvt Ltd, Shirwal.

Key Terms and Conditions:

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Acceptance:

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Kiran Gaikwad

HR- Executive

CAIT EDUSYS PVT.LTD

CAIT
EDUSYS Pvt. Ltd.

To

Sakshi Manohar miraje

Sanjeevan Group of Institutions, Panhala

Subject: Offer of Apprenticeship under the Apprentices Act, 1961 (NAPS)

This letter serves as an offer for an apprenticeship under the Apprentices Act, 1961, you will be deputed at InYantra Technologies Pvt Ltd, Shirwal.

Key Terms and Conditions:

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Acceptance:

Please confirm your acceptance of this offer by signing and returning a copy of this letter to Kiran Gaikwad , 9762736485.

Kiran Gaikwad

HR- Executive

CAIT EDUSYS PVT.LTD

CAIT
EDUSYS Pvt. Ltd.

To

PATIL ATHARV SHIVAJI

Sanjeevan Group of Institutions, Panhala

Subject: Offer of Apprenticeship under the Apprentices Act, 1961 (NAPS)

This letter serves as an offer for an apprenticeship under the Apprentices Act, 1961, you will be deputed at InYantra Technologies Pvt Ltd, Shirwal.

Key Terms and Conditions:

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Acceptance:

Please confirm your acceptance of this offer by signing and returning a copy of this letter to Kiran Gaikwad , 9762736485.

Kiran Gaikwad

HR- Executive

CAIT EDUSYS PVT.LTD

ASIANEQUIPMENTS

ASIAN COMPRESSOR
True Worth

Date: 05 June 2024

To,
Mr. Pranav Sunit Kambale

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Electrical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of **Asian Equipments** team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We expect you to join us on **15 June**, 2024. Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter. 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.

The following points outline the terms and conditions we are proposing:

Position	:	**Electrical Engineer Trainee**
Start Date	:	15 June, 2024
Working days in a week	:	6 days
Salary	:	Rs.18000/-per month

Others terms and Conditions:

1. Probation period shall be for 12 months starting from the date of joining. Probation period may be extended to further period based on your performance.
2. Paid leaves other than the national holidays as decided by the company from time to time.
3. You shall be absorbed as a permanent employee on successful completion of probation period.
4. You shall be eligible for all the incentive programs, training and development activities and employee engagement activities during the probation period also.
5. You shall be eligible for all the company benefits like insurance, ESOPS and other benefits as decided by the company from time to time after completion of your probation period.
6. Notice period shall of 1 month during probation period and 3 months when working as confirmed employees.
7. If an employee wants to resign without servicing notice period, he or she shall pay to the company the notice month's salary i.e. 1-month salary when in probation period and 3 month's salary after probation period. The notice period salary has to be paid in advance before relieving.
8. Based on your performance during every financial year you shall be going through appraisal process and increment / decrement in salary shall be decided on that parameters.
9. Company may declare bonuses/ incentives based on company's performance as a whole.
10. You shall not engage in any activity which shall bring disrepute to this company.

11. You should work with honesty and should not be involved in political activity within or outside the company.
12. You shall not disclose, steal or transfer any information to any person or entity outside the company without the written consent of the promoters. Any such activity if found, employee shall be liable for disciplinary action as suggested by the promoters.
13. You shall not join any rivalry or competitor company within 1 year from date of relieving. For any such activity, employee shall be liable for disciplinary action as suggested by the promoters.
14. Employment terms and benefits of confirmed employee shall be given in detail while confirmation.
15. You shall work towards achieving company's goals and contribute towards nation building.
16. You shall be eligible for other benefits as mutually decided between the company and you.

Please submit the following documents to HR: 1) a signed copy of this offer letter 2) your academics certificates 3) technical certifications, if any 4) experience/ relieving letters if any 5) one color passport-size photo.

Best Regards,

For



M/s Asian Equipments

ASIANEQUIPMENTS

Date: 05 June 2024

To,
Mr. Harshal Bapue Bodke

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Electrical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of **Asian Equipments** team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We expect you to join us on **15 June**, 2024. Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter. 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.

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Working days in a week	:	6 days
Salary	:	Rs.18000/-per month

Others terms and Conditions:

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9. Company may declare bonuses/ incentives based on company's performance as a whole.
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12. You shall not disclose, steal or transfer any information to any person or entity outside the company without the written consent of the promoters. Any such activity if found, employee shall be liable for disciplinary action as suggested by the promoters.
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16. You shall be eligible for other benefits as mutually decided between the company and you.

Please submit the following documents to HR: 1) a signed copy of this offer letter 2) your academics certificates 3) technical certifications, if any 4) experience/ relieving letters if any 5) one color passport-size photo.

Best Regards,

For



M/s Asian Equipments

CAIT
EDUSYS Pvt Ltd.

To

GHEWARI RAVIRAJ NAMDEV

Sanjeevan Group of Institutions, Panhala

Subject: Offer of Apprenticeship under the Apprentices Act, 1961 (NAPS)

This letter serves as an offer for an apprenticeship under the Apprentices Act, 1961. you will be deputed at InYantra Technologies Pvt Ltd, Shirwal.

Key Terms and Conditions:

1. **Apprenticeship Duration:** 12 months after Completion of roll job as per performance
2. **Stipend:** ₹17,000 per month.
3. **Post:** Graduate Engineering Training (GET)
4. **Joining Date:** 15th Jan 2024

Offer Acceptance:

This offer is contingent upon:

- **Successful Completion of Medical Examination:** You must successfully pass a medical examination conducted by the Company.
- **Final Interview:** You must successfully clear the final interview conducted by the Company.

Responsibilities:

- You are expected to diligently pursue on-the-job training with full efficiency, effectiveness, and appropriate professional behavior.
- Any adverse feedback received regarding your performance or conduct will be communicated to your college, and your college will be expected to address the matter.

Documentation Requirements:

Please ensure you have the following documents ready for submission:

CAIT
EDUSYS Pvt. Ltd.

- **Educational Certificates:** SSC, HSC, Diploma, Graduation (if applicable) all mark sheets and board certificates.
- **Identification Proofs:** Date of Birth proof (e.g., Birth Certificate), Aadhar Card, PAN Card.
- **Bank Account Details:** Nationalized Bank Account details.
- **Photographs:** 8 passport-size photographs and 4 stamp-size photographs.
- **Background Verification:** Police verification details and character certificate from your college.

Accommodation:

Our team will assist you in finding suitable accommodation. However, you are responsible for:

- **Rent and Advance:** Paying the rent and any advance for the accommodation.
- **Night Food Arrangements:** Making arrangements for your own night meals.
- **Personal Belongings:** Bringing your own bedding and other necessary personal belongings.

Important Notes:

- Failure to join the Company on the specified joining date will result in the cancellation of this offer.
- Misuse of this offer letter may result in legal action.

Acceptance:

Please confirm your acceptance of this offer by signing and returning a copy of this letter to Kiran Gaikwad , 9762736485.

Kiran Gaikwad

HR- Executive

CAIT EDUSYS PVT.LTD

CAIT
EDUSYS Pvt. Ltd.

To

Jadhav Sourav Babanrao

Sanjeevan Group of Institutions, Panhala

Subject: Offer of Apprenticeship under the Apprentices Act, 1961 (NAPS)

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Kiran Gaikwad

HR- Executive

CAIT EDUSYS
PVT.LTD

CAIT
EDUSYS Pvt. Ltd.

To

JAMADAR NIHAL ISAK

Sanjeevan Group of Institutions, Panhala

Subject: Offer of Apprenticeship under the Apprentices Act, 1961 (NAPS)

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Kiran Gaikwad

HR- Executive

CAIT EDUSYS PVT.LTD

CAIT
EDUSYS Pvt. Ltd.

To

GAWADE OMKAR ASHOK

Sanjeevan Group of Institutions, Panhala

Subject: Offer of Apprenticeship under the Apprentices Act, 1961 (NAPS)

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Kiran Gaikwad

HR- Executive

CAIT EDUSYS PVT.LTD

ASIANEQUIPMENTS

ASIAN COMPRESSOR
True Worth

Date: 05 June 2024

To,

Miss. Sharvari Dadaso Patil

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Electrical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of **Asian Equipments** team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We expect you to join us on **15 June**, 2024. Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter. 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.

The following points outline the terms and conditions we are proposing:

Position	:	**Electrical Engineer Trainee**
Start Date	:	15 June, 2024
Working days in a week	:	6 days
Salary	:	Rs.18000/-per month

Others terms and Conditions:

1. Probation period shall be for 12 months starting from the date of joining. Probation period may be extended to further period based on your performance.
2. Paid leaves other than the national holidays as decided by the company from time to time.
3. You shall be absorbed as a permanent employee on successful completion of probation period.
4. You shall be eligible for all the incentive programs, training and development activities and employee engagement activities during the probation period also.
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Please submit the following documents to HR: 1) a signed copy of this offer letter 2) your academics certificates 3) technical certifications, if any 4) experience/ relieving letters if any 5) one color passport-size photo.

Best Regards,

For



M/s Asian Equipments

ASIANEQUIPMENTS

ASIAN COMPRESSOR
True Worth

Date: 05 June 2024

To,

Miss. Sampada Bhaskaar Shinde

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Electrical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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Best Regards,

For



M/s Asian Equipments

ASIANEQUIPMENTS

Date: 05 June 2024

To,

Miss. Urmila Hindurao Varape

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Electrical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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Best Regards,

For



M/s Asian Equipments

tpo seti <tpo@seti.edu.in>

Regarding Students Joining Confirmation

3 messages

TPO SETI <tpo@seti.edu.in> Mon, Sep 2, 2024 at 2:16 PM
To: suraj.pawar02@motherson.com

Respected Suraj Sir

Greetings for the day

Today our four students
1. Atul Vilas Patil
2. Pranav Sunil Kamble
3. Anil Dasharath Bavane
4. Vishwas Dilip Patil

from the electrical department had given an interview, can you please give us their selection confirmation, date of joining, department and salary details.

Thanks & Best Regards,

Dr. Ajay Krishna Maske

Director – Corporate Communication

Sanjeevan Engineering and Technology Institute
Sanjeevan Knowledge City, Somwar Peth-Injole, Panhala
Tal. Panhala, Dist: Kolhapur, Maharashtra-416201

Mobile: +91 8855090550/9960045285

E-mail: tpo@seti.edu.in

ajay.magnus@gmail.com

Pawar, Suraj (MATE) <Suraj.Pawar02@motherson.com> Mon, Sep 2, 2024 at 2:34 PM
To: TPO SETI <tpo@seti.edu.in>

Dear Sir,

Greetings!!

We would like to communicate that; your below college candidate selected in our company .

Accordingly, we are offering herewith position of “Trainee Technician” in a Maintenance Department.

Please give me joining confirmation date of joining as soon as possible.

For any query, please connect with us.

Best regards,

Suraj Pawar

Executive
Human Resources

Motherson Automotive Technologies & Engineering
(A division of Samvardhana Motherson International Limited.)

Gat No.150, Village – Amebthan, Chakan, Taluka - Khed
Pune - 410501, Maharashtra
India
My contact details:
Suraj.Pawar02@motherson.com
www.motherson.com

Proud to be part of Samvardhana Motherson.

From: TPO SETI <tpo@seti.edu.in>
Sent: 02 September 2024 14:17
To: Pawar, Suraj (MATE) <Suraj.Pawar02@motherson.com>
Subject: Regarding Students Joining Confirmation

---- CAUTION: The sender of this email is EXTERNAL TO THE ORGANIZATION. Please do not click on links or open any attachment unless you recognize the sender and know the content is safe ----

[Quoted text hidden]

TPO SETI <tpo@seti.edu.in> Mon, Sep 2, 2024 at 3:24 PM
Draft To: "Pawar, Suraj (MATE)" <Suraj.Pawar02@motherson.com>

Thanks & Best Regards,

Dr. Ajay Krishna Maske

Director – Corporate Communication

Sanjeevan Engineering and Technology Institute
Sanjeevan Knowledge City, Somwar Peth-Injole, Panhala
Tal. Panhala, Dist: Kolhapur, Maharashtra-416201

Mobile: +91 8855090550/9960045285

E-mail: tpo@seti.edu.in

ajay.magnus@gmail.com

[Quoted text hidden]

ASIANEQUIPMENTS

ASIAN COMPRESSOR
True Worth

Date: 05 June 2024

To,

Mr. Yuvraj Yashawant Desai

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Electrical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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Best Regards,

For



M/s Asian Equipments

ASIANEQUIPMENTS

ASIAN COMPRESSOR
True Worth

Date: 05 June 2024

To,

Mr. Nagesh Hanamant Jagganawar

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Electrical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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Please submit the following documents to HR: 1) a signed copy of this offer letter 2) your academics certificates 3) technical certifications, if any 4) experience/ relieving letters if any 5) one color passport-size photo.

Best Regards,

For



M/s Asian Equipments

ASIANEQUIPMENTS

ASIAN COMPRESSOR
True Worth

Date: 05 June 2024

To,

Miss. Prajkta Bandu Yeloore

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Electrical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of **Asian Equipments** team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We expect you to join us on **15 June**, 2024. Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter. 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.

The following points outline the terms and conditions we are proposing:

Position	:	**Electrical Engineer Trainee**
Start Date	:	15 June, 2024
Working days in a week	:	6 days
Salary	:	Rs.18000/-per month

Others terms and Conditions:

1. Probation period shall be for 12 months starting from the date of joining. Probation period may be extended to further period based on your performance.
2. Paid leaves other than the national holidays as decided by the company from time to time.
3. You shall be absorbed as a permanent employee on successful completion of probation period.
4. You shall be eligible for all the incentive programs, training and development activities and employee engagement activities during the probation period also.
5. You shall be eligible for all the company benefits like insurance, ESOPS and other benefits as decided by the company from time to time after completion of your probation period.
6. Notice period shall of 1 month during probation period and 3 months when working as confirmed employees.
7. If an employee wants to resign without servicing notice period, he or she shall pay to the company the notice month's salary i.e. 1-month salary when in probation period and 3 month's salary after probation period. The notice period salary has to be paid in advance before relieving.
8. Based on your performance during every financial year you shall be going through appraisal process and increment / decrement in salary shall be decided on that parameters.
9. Company may declare bonuses/ incentives based on company's performance as a whole.
10. You shall not engage in any activity which shall bring disrepute to this company.

11. You should work with honesty and should not be involved in political activity within or outside the company.
12. You shall not disclose, steal or transfer any information to any person or entity outside the company without the written consent of the promoters. Any such activity if found, employee shall be liable for disciplinary action as suggested by the promoters.
13. You shall not join any rivalry or competitor company within 1 year from date of relieving. For any such activity, employee shall be liable for disciplinary action as suggested by the promoters.
14. Employment terms and benefits of confirmed employee shall be given in detail while confirmation.
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Please submit the following documents to HR: 1) a signed copy of this offer letter 2) your academics certificates 3) technical certifications, if any 4) experience/ relieving letters if any 5) one color passport-size photo.

Best Regards,

For



M/s Asian Equipments

HRDP-FM-05

KET/PUNE/OFFER/BTRY/021/2024-25

Date: 23/07/2024

OFFER LETTER

Mr. Amit Latwadekar
Email – latwadekaramit10@gmail.com
Mob -+91-8149749773

Dear Mr. Amit,

This is about your application and the personal interview you had with us. The Management is pleased to offer you the post of **"Jr Engineer (G-7)- R&D"** at **Battrixx Division, Pune.**

You are therefore requested to join the duty on or before **01.08.2024** failing which the above offer will be treated as cancelled until and unless approved in writing for an extension for joining.

Kindly note that before joining duty, the following Xerox copies along with original testimonials should be submitted for our verification.

1. Copy of your Resignation letter and/or Acceptance if received.
2. Experience Certificate & Letter of relieving from the last employer
3. Proof of the last salary drawn.
4. All Educational Qualification Certificates.
5. 03 copies of your photographs (passport size)
6. Age proof certificate.
7. Copy of Pan & Aadhar.
8. Certificate for COVID-19 Vaccination

The detailed letter of appointment will be issued to you upon your joining duty and verification of the information and documents presented.

For KABRA EXTRUSION TECHNIK LTD.,
BATTRIXX DIVISION - PUNE

Sal Ranjan Rath
Manager – HR

I ACCEPT ABOVE OFFER

(Mr. Amit Latwadekar)

tpo seti <tpo@seti.edu.in>

Regarding Students Joining Confirmation

3 messages

TPO SETI <tpo@seti.edu.in> Mon, Sep 2, 2024 at 2:16 PM
To: suraj.pawar02@motherson.com

Respected Suraj Sir

Greetings for the day

Today our four students
1. Atul Vilas Patil
2. Pranav Sunil Kamble
3. Anil Dasharath Bavane
4. Vishwas Dilip Patil

from the electrical department had given an interview, can you please give us their selection confirmation, date of joining, department and salary details.

Thanks & Best Regards,

Dr. Ajay Krishna Maske

Director – Corporate Communication

Sanjeevan Engineering and Technology Institute
Sanjeevan Knowledge City, Somwar Peth-Injole, Panhala
Tal. Panhala, Dist: Kolhapur, Maharashtra-416201

Mobile: +91 8855090550/9960045285

E-mail: tpo@seti.edu.in

ajay.magnus@gmail.com

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We would like to communicate that; your below college candidate selected in our company .

Accordingly, we are offering herewith position of “Trainee Technician” in a Maintenance Department.

Please give me joining confirmation date of joining as soon as possible.

For any query, please connect with us.

Best regards,

Suraj Pawar

Executive
Human Resources

Motherson Automotive Technologies & Engineering
(A division of Samvardhana Motherson International Limited.)

Gat No.150, Village – Amebthan, Chakan, Taluka - Khed
Pune - 410501, Maharashtra
India
My contact details:
Suraj.Pawar02@motherson.com
www.motherson.com

Proud to be part of Samvardhana Motherson.

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CAIT
EDUSYS Pvt. Ltd.

To

Gurav Sandip Lalaso

Sanjeevan Group of Institutions, Panhala

Subject: Offer of Apprenticeship under the Apprentices Act, 1961 (NAPS)

This letter serves as an offer fo [redacted] Apprenticeship under the Apprentices Act, 1961, you wi l be deputed at InYantra Techno s Pvt Ltd, Shirwal.

Key Terms and Conditions:

1. **Apprenticeship Duration:** 12 months after Completion of roll job as per performance
2. **Stipend:** ₹17,000 per month.
3. **Post:** Graduate Engineering Training (GET)
4. **Joining Date:** 15th Jan 2024

Offer Acceptance:

This offer is contingent upon:

- **Successful Completion of Medical Examination:** You must successfully pass a medical examination conducted by the Company.
- **Final Interview:** You must successfully clear the final interview conducted by the Company.

Responsibilities:

- You are expected to diligently pursue on-the-job training with full efficiency, effectiveness, and appropriate professional behavior.
- Any adverse feedback received [redacted]arding your performance or conduct will be communicated to your college, [redacted] your college will be expected to address the matter.

Documentation Requirements:

Please ensure you have the following documents ready for submission:

CAIT
EDUSYS Pvt Ltd.

- **Educational Certificates:** SSC, HSC, Diploma, Graduation (if applicable) all mark sheets and board certificates
- **Identification Proofs:** Date of Birth proof (e.g., Birth Certificate), Aadhar Card, PAN Card
- **Bank Account Details:** Nationalized Bank Account details.
- **Photographs:** 8 passport-size photographs and 4 stamp-size photographs.
- **Background Verification:** Police verification details and character certificate from your college.

Accommodation:

Our team will assist you in finding suitable accommodation. However, you are responsible for:

- **Rent and Advance:** Paying the rent and any advance for the accommodation.
- **Night Food Arrangements:** Making arrangements for your own night meals.
- **Personal Belongings:** Bringing your own bedding and other necessary personal belongings.

Important Notes:

- Failure to join the Company on the specified joining date will result in the cancellation of this offer.
- Misuse of this offer letter may result in legal action.

Acceptance:

Please confirm your acceptance of this offer by signing and returning a copy of this letter to Kiran Gaikwad , 9762736485.

Kiran Gaikwad

HR- Executive

CAIT EDUSYS PVT.LTD

ASIANEQUIPMENTS

ASIAN COMPRESSOR
True Worth

Date: 05 June 2024

To,

Mr. Prashant Babaso Kurane

Subject: Offer Letter

Dear Sir,

With reference to your interview with us, it is our pleasure to offer you a position as **Electrical Engineer Trainee** covering **Koregoan** Areas, as per the terms and conditions we discussed with you. **Asian Equipments** is primarily into Compressor Manufacturing. You will be part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of **Asian Equipments** team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We expect you to join us on **15 June**, 2024. Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter. 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.

The following points outline the terms and conditions we are proposing:

Position	:	**Electrical Engineer Trainee**
Start Date	:	15 June, 2024
Working days in a week	:	6 days
Salary	:	Rs.18000/-per month

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Best Regards,

For



M/s Asian Equipments

Offer: Computer Consultancy
Ref: TCSL/DT20245349660/Pune
Date: 16/07/2024

Mr. Pranavkumar Tanaji Dinde
Datta Coloney, Vitthalwadi Tal.Walwa Dist. SangliDatta Coloney,
Neaar Nh 04,
Islampur-415403,
Maharashtra.
Tel# -

Dear Pranavkumar Tanaji Dinde,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Internet of Things(IOT) and Digital Engineering** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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

COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of **₹14,784/-** per month.

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

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

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

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

4. **Communication Allowance**
   You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus
Your Performance Bonus will be **₹600/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

This Performance Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable

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premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

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

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RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (From 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity
You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice

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sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or in extended working hours depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

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7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned in this offer letter.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and

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customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

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18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **19**. Submission of documents.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the NextStep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required

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- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,
address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training.The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

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

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Pranavkumar Tanaji Dinde**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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.

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India	**BHUBANESWAR** TCS XP HR Lead Tata Consultancy Services, Kalinga Park | Talent Development Block | Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	**CHENNAI** XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	**HYDERABAD** XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.	**KOLKATA** TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	**NAGPUR** TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	**TRIVANDRUM** TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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

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

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

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OFFER LETTER

Date. 15/Jan/24

To Aga Faizal Abbas.
Sahi.

Dear.

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

Place of Joining: This appointment takes effect from your date of joining mentioned above & your reporting posting will be at - Pune Regional Office.

Salary & Allowances: Your salary will be 14500 on the target 3 times the salary per month.

Your first salary of the first month will be getting paid after the completion of your one month from your date of job ang & from the second month you will be eligible for the 10th of every month of the salary.

Probation/confirmation: You will be on probation initially for a period of Six months from the date of joining. The company may extend your probation at its discretion based on your performance/conduct. Your services are deemed to be confirmed at the end of the probation period unless you receive Intimation period, your services are to the contrary. During the liable for termination at any time without. probation tany written notice or payment in lieu thereof by yourself. The Company may not assign any reason for such termination which shall be a at the sole discretion of the Company & you will not be entitled to any claim, damage, compensation, or any other payment on that account

If the company is terminating you or asking you to resign, then you will be not liable for any salary dues for that respective month & if you don't want to continue & not provide any notice period, the company will not be liable for paying you that respective month's salary. For employees, in the probation period, 15 days notice is required & after the probation period, 1 month's notice is required to serve for the FNF process. The FNF process will take place after 45 working days from your date of last working day.

Compensation Progression: There will be a quarterly review of the performance. Future increases in your compensation and prospects in the company shall entirely depend on your efficiency, hard work, and regularity in attendance, sincerity, good conduct, and other relevant factors and the Company's performance. Such increase in no case shall be automatic and/or a matter of right.

Duties and Responsibilities: Your duties of the Company will expect you to work with a high standard of initiative, efficiency, and economy and encourage and motivate people under you to achieve optimum output. You will perform, observe and confirm such duties, directions, and instructions assigned or communicated to you by the company and those in authority over you.

- You will devote your entire time to the work of the Company and will not undertake any direct/indirect business or work, honorary or remunerator except with the written permission of the Management in each case. Contravention of this will lead to the termination without any notice or any compensation instead of such notice.

- You shall not seek membership in any local or public bodies without first obtaining written permission from the Management.

- You shall not give out information to any unauthorized person during the period of your service or even afterward by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which may be your privilege to know by your be in our employee.

- You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.

- You will disclose to us any discovery, invention, process, or improvement made or discovered by you while in our service, and such discovery, invention, process, or improvement shall belong absolutely to and be the sole and absolute property of

the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Latter's Patent, Licenses or

- other rights, privileges, or protection as may be directed by us in respect of any such discovery, invention, process, or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds, and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favor or favor of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof.

- You will not enter into any commitments or dealings on behalf of the Company for which you have no clear authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

- You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care, or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

Your nature of the job is as below.

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- Identification of Target Locations for Branding Opportunities.

- Weekly review meeting.

We are positive that you will find an exciting place to develop and advance your career.

You are requested to submit the following documents on the date of joining

- Proof of age (Birth Certificate/ PAN Card)
- Driving License or Passport Copy (For Identify Proof)
- Proof of educational qualification (SSC, HSC, Highest Degree Certificate)
- Proof of work experience-Service certificate/Appointment letter/Relieving
- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date: 15/jan/24

To Dakare Nikhil Ramesh

Dear,

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

Place of Joining: This appointment takes effect from your date of joining mentioned above & your reporting posting will be at - Pune Regional Office.

Salary & Allowances: Your salary will be 14500 on the target 3 times the salary per month.

Your first salary of the first month will be getting paid after the completion of your one month from your date of job ang & from the second month you will be eligible for the 10th of every month of the salary.

Probation/confirmation: You will be on probation initially for a period of Six months from the date of joining. The company may extend your probation at its discretion based on your performance/conduct. Your services are deemed to be confirmed at the end of the probation period unless you receive Intimation period, your services are to the contrary. During the liable for termination at any time without. probation tany written notice or payment in lieu thereof by yourself. The Company may not assign any reason for such termination which shall be a at the sole discretion of the Company & you will not be entitled to any claim, damage, compensation, or any other payment on that account

If the company is terminating you or asking you to resign, then you will be not liable for any salary dues for that respective month & if you don't want to continue & not provide any notice period, the company will not be liable for paying you that respective month's salary. For employees, in the probation period, 15 days notice is required & after the probation period, 1 month's notice is required to serve for the FNF process. The FNF process will take place after 45 working days from your date of last working day

Compensation Progression: There will be a quarterly review of the performance. Future increases in your compensation and prospects in the company shall entirely depend on your efficiency, hard work, and regularity in attendance, sincerity, good conduct, and other relevant factors and the Company's performance. Such increase in no case shall be automatic and/or a matter of right.

Duties and Responsibilities: Your duties of the Company will expect you to work with a high standard of initiative, efficiency, and economy and encourage and motivate people under you to achieve optimum output. You will perform, observe and confirm such duties, directions, and instructions assigned or communicated to you by the company and those in authority over you.

- You will devote your entire time to the work of the Company and will not undertake any direct/indirect business or work, honorary or remunerator except with the written permission of the Management in each case. Contravention of this will lead to the termination without any notice or any compensation instead of such notice.

- You shall not seek membership in any local or public bodies without first obtaining written permission from the Management.

- You shall not give out information to any unauthorized person during the period of your service or even afterward by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which may be your privilege to know by your be in our employee.

- You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.

- You will disclose to us any discovery, invention, process, or improvement made or discovered by you while in our service, and such discovery, invention, process, or improvement shall belong absolutely to and be the sole and absolute property of

the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or

- other rights, privileges, or protection as may be directed by us in respect of any such discovery, invention, process, or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds, and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favor or favor of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof.

- You will not enter into any commitments or dealings on behalf of the Company for which you have no clear authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

- You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care, or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

Your nature of the job is as below,

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KRA for your job: - You are liable to follow reporting system mentioned below-

- Daily Visit to 4 to 5 Planned Schools.
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- Coordination with Principal.
- On-Ground BTL Activities Execution.
- Identification of Target Locations for Branding Opportunities.

- Weekly review meeting

We are positive that you will find an exciting place to develop and advance your career

You are requested to submit the following documents on the date of joining

- Proof of age (Birth Certificate/ PAN Card)
- Driving License or Passport Copy (For Identify Proof)
- Proof of educational qualification (SSC, HSC, Highest Degree Certificate)
- Proof of work experience Service certificate/Appointment letter/Relieving
- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDURIGHT SOLUTIONS LLP

OFFER LETTER

Date. 15/jan/24

To Devlekar Nadimajid

Dear,

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

Place of Joining: This appointment takes effect from your date of joining mentioned above & your reporting posting will be at - Pune Regional Office.

Salary & Allowances: Your salary will be 14500 on the target 3 times the salary per month.

Your first salary of the first month will be getting paid after the completion of your one month from your date of job ang & from the second month you will be eligible for the 10th of every month of the salary.

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If the company is terminating you or asking you to resign, then you will be not liable for any salary dues for that respective month & if you don't want to continue & not provide any notice period, the company will not be liable for paying you that respective month's salary. For employees, in the probation period, 15 days notice is required & after the probation period, 1 month's notice is required to serve for the FNF process. The FNF process will take place after 45 working days from your date of last working day.

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the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or

- other rights, privileges, or protection as may be directed by us in respect of any such discovery, invention, process, or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds, and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favor or favor of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof.

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- Proof of educational qualification (SSC, HSC, Highest Degree Certificate)
- Proof of work experience–Service certificate/Appointment letter/Relieving
- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP

OFFER LETTER

Date. 15/Jan/24

To Prashant D. Jadhav
Sir

Dear,

Regarding your application, we would like to appoint you as "Relationship Executive", as per the rules & regulations of the company w.e.f 15th January 2024.

Place of Joining: This appointment takes effect from your date of joining mentioned above & your reporting posting will be at - Pune Regional Office.

Salary & Allowances: Your salary will be 14500 on the target 3 times the salary per month.

Your first salary of the first month will be getting paid after the completion of your one month from your date of job ang & from the second month you will be eligible for the 10th of every month of the salary.

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- other rights, privileges, or protection as may be directed by us in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds, and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favor or favor of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof

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- Letter of the previous employer

Sincerely,

Pranoti Patil
HR

For EDULIGHT SOLUTIONS LLP