



Mahatma Gandhi Vidyamandir's

PANCHAVATI COLLEGE OF MANAGEMENT AND COMPUTER SCIENCE, NASHIK

Affiliated to Savitribai Phule Pune University, Pune.



SPPU ID: PU/NS/CS/65/2001

Mumbai – Agra Road, (NH-03), Panchavati, Nashik-422003. (Maha.) INDIA

Off.: 91-253-2628273/74

Resi.: 91-253-2360678

Email: pcmcs_bcs@rediffmail.com





Mahatma Gandhi Vidyamandir's

Panchavati College of Management and Computer Science- Nashik-03

Affiliated to Savitribai Phule Pune University, Pune.

SPPU ID: PU/NS/CS/65/2001

Mumbai – Agra Road, (NH-03), Panchavati, Nashik-422003. (Maha.) INDIA

Off.: 91-253-2628273/74

Resi.: 91-253-2360678

Email: pcmcs_bcs@rediffmail.com

5.2 Student Progression

5.2.1.1 Percentage of placement of outgoing students students progressing to higher education during last five years.

No. of outgoing students placed and /or progressed to higher Education

Provide list of student placed along with placement details as per the template year wise. provide list/documents relating to placement cell such as brochure tie ups can be uploaded. provide upload supporting data for student who have joined to higher education in prescribed forma

AY 2017-18

List of student Placed


Sr.No	Name of student placed/enrolling into higher education and contact details	Program graduated from	Name of student who has been placed
1	Nilesh Kapade	M.Sc(Comp.Sci)	IT supporter ,Thyrocare
2	Roshan m.Ahire	M.Sc(Comp.Sci)	Suzuki Speed Machine Pvt.Ltd.
3	Hemant Pawar	M.Sc(Comp.Sci)	Intra Edge
4	Suhas a. borole	M.Sc(Comp.Sci)	WNS, Nashik
5	pranav mahale dattatray	M.Sc(Comp.Sci)	EMST,& Young LLP Consultant in Technology
6	Ajay s. Bagul	B.Sc(Comp.Sci)	Teacher,Ashram School
7	Tejas Alhat	M.Sc(Comp.Sci)	Leamlease Services,Indus Tower Ltd.
8	Vishwa Patel	M.Sc(Comp.Sci)	CreOwn Technologies
9	Dhiraj warke	M.Sc(Comp.Sci)	WNS, Nashik
10	Aadarsh pande	M.Sc(Comp.Sci)	TCS grade YG as Graguate Trainee
11	Jyoti Gavit	B.Sc(Comp.Sci)	PHP Developer,Croitre
12	Manju Aarya	M.Sc(Comp.Sci)	Bizalaysinfosystem,pvt,ltd. junior S/W Developer developer
13	Rushikesh Yakhande	Msc(Comp.Sci)	WOWinfotech
14	Sagar Ahire	BBA	UJJIVAN SMALL FINANCE BANK
15	Ashish Dudhekar	M.Sc(Comp.Sci)	Apps Associates PVT LTD.

IQAC Coordinator

IQAC Chairman and Principal

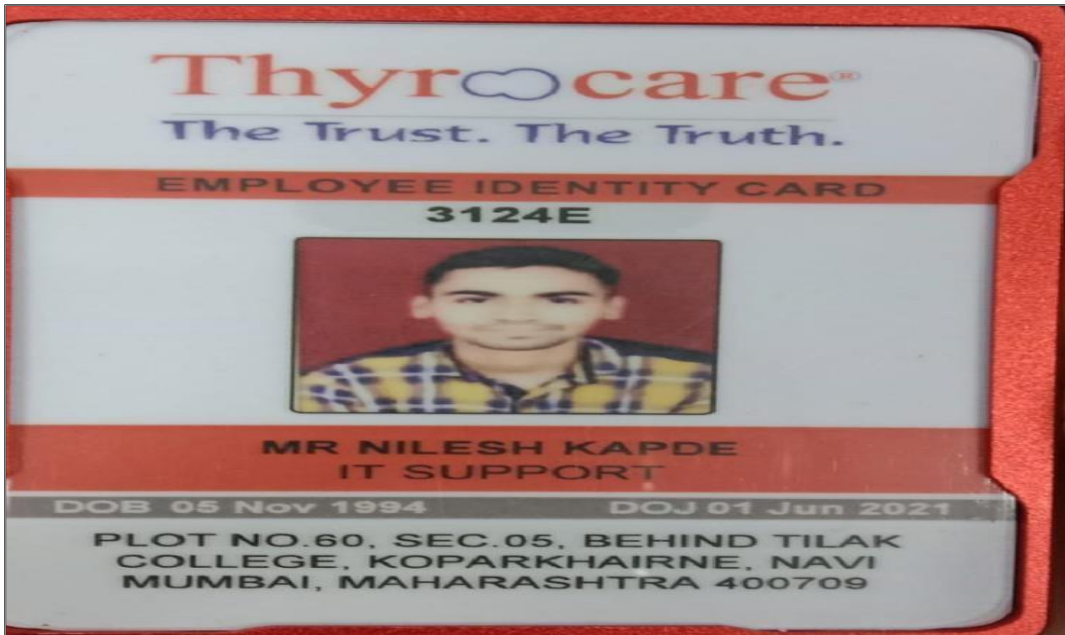

IQAC Co-Ordinator
MGV Panchavati College of Management
and Computer Science, Panchavati, Nashik-3





Acting Principal
Panchavati College of Mgt.
& Computer Science,
Panchavati, Nashik-3.

Evidence of Placement

1 Nilesh Kapade




2. Roshan M.Ahire



SUZUKI

SPEED SUZUKI



Roshan M. Ahire
Sales Dept.
Mob.: 8796280623
Blood Gr. - AB +ve

Roshan
Authorized Signature

Speed Machines India Pvt. Ltd.

Pranjali Heights, Mumbai Naka, Nashik.
Tel : 0253-3025454, 3011199
E-mail : speedsuzuki@gmail.com



3.Hemant Pawar



21-08-2023

HEMANT PAWAR,

Sai Krupa bungalow, Kunjir colony,

Kate vasti, Pimple Saudagar,

Pune, Maharashtra,

411027

Mob: 9970347301,

Re: Appointment Letter for HEMANT PAWAR

Dear HEMANT ,

This is to confirm that IntraEdge Technologies Pvt. Ltd. (the "Company") has decided to extend you an offer of employment on the terms indicated in this letter.

1. **Position.** You will be employed with **IntraEdge Technologies Pvt. Ltd.** and would be based out of any location where IntraEdge is operating. You would be employed in the position of **Senior QA Engineer** . Your role, responsibilities and reporting structure will be as directed by the Company from time to time.
2. **Full Time Employment.** Your first day of employment will be **21 Jul, 2023** or such date as may be mutually agreed by you and the Company. You agree to devote, on a full-time basis, your skills and abilities to your employment hereunder, except periods of vacation or illness and except any pursuits which do not materially interfere with your duties hereunder or present a conflict of interest with the interests of the Company
3. **Probation Period.** You will be on a Probation period of 3 months from your date of joining. Confirmation of your services after probation will be subject to a "satisfactory" review of your performance. Your probation period ends on 21 Oct, 2023

3rd Floor, Tower - B3, Cerebrum IT Park, Holy Cross Rd, Kalyani Nagar, Pune 411014



4.Suhas Borole

DTS308RDJULY15-1/045

Letter of Appointment

Dear Suhas Anil Borole,

We are pleased to confirm your appointment in our company with effect from **July 15, 2019**. As per below terms and conditions mentioned.

With reference to your interview with us, we are pleased to appoint you as **Oracle DBA** in our organization on the following terms and conditions.

Salary: Your Annual Total Employment Cost to the company would be Rs. 84,000 INR (Eighty Four thousand rupees only) which may subject to increase in future, the details of which has been given in the Annexure attached below.

Place/Transfer: Your present place of work will be at Pune, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects in any other establishment in India, at the sole discretion of the Management.

Probation/Confirmation: You will be on a Probation period for the two months. Based on your performance your services will be confirmed. During the probation period your services can be terminated with seven days notice on either side and without any reason whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position.

Notice of Termination: The written notice for termination of employment will be One month by either party. You would be required to serve the stipulated notice period and early release would be at the sole discretion of the Management. In case you leave your employment without giving requisite notice, an relieving letter will be issued and forfeiture of dues will be at sole discretion of the Management. Absence for a continuous period of seven days without prior approval of your superior, (including overtime on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

During the period of your employment with the Company, you will devote full time in the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

1. You will not (except in the normal course of the Company's business) publish any article or statement relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.



5. Pranav Mahale Dattatray



Ernst & Young LLP
C 401, 4th Floor
Panchshil Tech Park
Near Hotel Fortune Landmark, Yerwade
Pune - 411 006, India
Phone: +91 20 6603 6000
Fax: +91 20 6601 5900

13 August 2021

Mr. Mahale Pranav Dattatray
202, Aarti Residency, Swami Samarth Nagar Pintoo Colony
Road, Nashik, 422101

Your appointment as Consultant in Technology Consulting

Dear Mahale,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **Ernst & Young LLP** subject to the following terms and conditions.

1. Job Title

You shall be designated as **Consultant in Band 5**.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 11,00,000 per annum (Rupees Eleven Lakh Only)**. A typical break up is provided as an Illustration in Annexure A to this Agreement.
- b. Your eligibility to performance linked bonus is driven by firm's compensation policy. This component, if eligible, is in addition to your annual compensation (CTC). Your indicative performance bonus payout can range from 0% - 20% of prorated CTC from date of joining and will be based on individual and business performance.
- c. The performance bonus scheme is subject to revision at the discretion of the Firm's Management.
- d. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- e. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

Ernst & Young LLP, a Limited Liability Partnership with LLP Identity No. AAB-4343
A member firm of Ernst & Young Global Limited, Regd. Office: 22 Camac Street, 3rd Floor, Block C, Kolkata - 700016



6. Ajay bagul

आदेश- १. आदिवासी विकास विभाग शा. नि. अ. शाखाअ-२०१८/प्र.अ.५८९/का.१३, दि. १५ डिसेंबर, २०१८
 २. मा. शिक्षणधिकारी तथा अध्यक्ष, विद्या संगणक शिक्षक निवड समिती, नाशिक यांची दि. २९.११.२०१९
 मंजूर टिपणी.

प्र. अ. कांसांश २०१९-२०/प्र.अ.५०(१९)/का.१०८८/२०१९/८०३३ नाशिक दि. ३०.११.२०१९

आदेश

उत्सोक्त सरनामा क्र. १ च्या अधिन राज्य आदिवासी विकास विभाग यांच्या अधिनस्थ असलेले एकात्मिक आदिवासी विकास प्रकल्प नाशिक यांच्या अंतर्गत असलेल्या शासकीय अभ्युत्थानमधील विद्यार्थ्यांना संगणकाचे ज्ञान देणे तसेच संगणकाच्या माध्यमाद्वारे शाळेचे अभ्यासक्रमाचे विषय शिकविण्यास विषय शिक्षकांना तांत्रिक मदत करण्यासाठी राबविलेल्या प्रकल्प शासकीय आभयारक्षेमध्ये एका संगणक शिक्षकाचीकंत्राटी पद्धतीनेप्रकरा महिन्यांच्या कालावधीत नियुक्ती करण्यास शासनाने मान्यता प्रदान केलेली आहे.

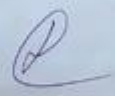
त्यानुसार कंत्राटी संगणक शिक्षक या पदावर सन २०१९-२० या वित्तवर्षात वर्षाकरीता प्रतिमास रक्कम रु. २००००/- (अक्षरी रु. बीस हजार मात्र) इतक्या मान्यतावर एकूट महिन्यांच्या कालावधी करीता संशोधिताने तासपुरते नेमणुक आदेश देण्यात येत आहे.

अ. क्र.	कंत्राटी संगणक शिक्षकाचे नाव	या आदेशान्वये नेमणुक देण्यात आलेली शासकीय आभयारक्षाला	जोरा
१	श्री. बाबुल अश्वय चापुगन	शासकीय आभयारक्षाला निमडोळ ता. दिंडोरी, जि. नाशिक	

अटी व शर्ती -

- कंत्राटी संगणक शिक्षक या पदाची नेमणुक ही पूर्णतः कंत्राटी पद्धतीने अकरा महिन्यांच्या कालावधीत राहिल.
- कंत्राटी संगणक शिक्षक या पदावरील कर्मचारी यांचा शासकीय कर्मचारी म्हणून राबवले जाणार नाही.
- अभ्युत्थानाने नियुक्तीच्या ठिकाणी आदेश प्राप्त झाल्याच्या तारखेपासून ८ दिवसांचे आत हजर होणे बंधनकारक राहिलेले.
- कंत्राटी संगणक शिक्षकास नियमित नियुक्तीसाठी इच्छा न दाखवता वेळार नाही, तसेच नियमित नियुक्तीकरीता न्यायालयाला याच मागणी देणार नाही.
- कंत्राटी संगणक शिक्षकाच्या शाळेच्या ठिकाणात बदल करण्याचे सर्व अधिकार प्रकल्प अधिकारी, एकात्मिक आदिवासी विकास प्रकल्प, नाशिक यांना राहिलेले.
- मान्यताची रक्कम शासनाने नियमनुसार प्राप्त तरतुदीनुसार विद्यार्थ्यांनी सुट्टी घेण्यात अदा केली जाईल.
- कंत्राटी संगणक शिक्षकास नियुक्तीच्या वेळी शासन निर्णयाने दिलेल्या निर्देशानुसार लहान कुटुंबाचे प्रमाणपरत्र सादर करणे बंधनकारक राहिलेले.
- संगणक शिक्षक / निर्देशकास शासन निर्णयातील नमुन्या खालील कामकाज पार पाडणे बंधनकारक राहिलेले.
 अ) इ. ५ वी ते १२ वी पर्यंतच्या विद्यार्थ्यांना संगणकाचे ज्ञान देणे.
 ब) ई-लर्निंग पद्धतीने विद्यार्थ्यांना शिकविण्यासाठी विषय शिक्षकांना तांत्रिक मदत करणे.
 क) शाळेचे कार्यालयीन कामासाठी संगणकाची संशोधित (जगा. महिती तथाच करणे, शाळांचे व सरल, आर्थिक देवळे इ.) करण्यासाठी तांत्रिक सहाय्यता मदत करणे.
 ड) संगणक कक्षाच्या जागरण संशोधित करणे इ.
- संशोधित शाळेच्या मुख्याध्यापकांनी संशोधित मुक्त कामदपत्र तयार करून घ्यावे. तसेच सदर कामदपत्राची एक सहाय्यित प्रत आपल्या दफ्तरी फातम करून ठेवण्यात यावी. व केलेल्या कामदपत्राचा अडथळ या कार्यालयीन सादर करावा. तसेच कामदपत्राची पुर्तता न करता संशोधिताने वेळाने जगा केलेल्या निर्देशाने आल्यास त्यासोफी सर्वेक्षी जगावदांनी मुख्याध्यापकांची राहिले व संशोधित मुख्याध्यापकांना जगावदार परभ्यास वेळून योग्य ती प्रशासकीय करवाई करण्यात येईल.
- कंत्राटी संगणक शिक्षकाचा कामाचा दर्जा व सर्वसाधारण वर्तणुक असल्याकारण आडकल्यास आपली सेवा कोणत्याही पुर्व सुचना न देता समाप्त करण्यात येईल.
- प्रकल्प अधिकारी, कार्यालय व मुख्याध्यापक यांची सुचना तथा निर्देशानुसार कंत्राटी संगणक शिक्षकास कामकाज करावे लागेल.
- कंत्राटी संगणक शिक्षकास मदतचे पत्र मिळवित करण्याचे विद्या समावोजन करण्याचे मागणी जगावी दिवशी

१५. केंद्राटी संलग्न शिक्षकांच्या शैक्षणिक व व्यावसायिक पात्रता, अनुभव प्रमाणपत्र व अन्य बाबीसंदर्भात काही अपूर्णता असल्याची आढळल्यास उमेदवारास तात्काळ सोबतून काढलेमुक्त करण्यात येईल.
१६. शासन निर्णयात दिलेल्या निर्देशानुसार कक्षात्मक व वरीलप्रमाणे सर्व अटी शर्ती मान्य असल्याबाबत रु. १००/- चे प्रतिज्ञापत्र केंद्राटी संलग्न शिक्षकास नियुक्तीच्या वेळी पडिते विवरणपत्र अ-मध्ये नमुद केवळप्रमाणे करणे बाध्यकारक राहिल.
१७. वरीलवर्गीची कोणत्याही अटी शर्तीचे उमेदवाराने उल्लंघन केल्यास सदर उमेदवारास कोणताही पूर्वसुचना न देता सोबतून काढून टाकण्याचे सर्व अधिकार प्रकल्प अधिकारी यांनी राखून ठेवलेले आहेत.
१८. उमेदवाराने केंद्राटी संलग्न शिक्षक या पदावर हजर झाल्यानंतर सदर पदाचा राजिनामा द्यावयाचा असल्यास त्यापूर्वी दोन महिने अगोदर मुख्याध्यापकांकडे पत्र सादर करावे लागेल.
१९. उमेदवाराने दोन महिने अगोदर लेखी पत्र न देता परस्पर नोकरी सोडल्यास शेवटच्या महिन्याचे वेतन अदा केले जाणार नाही.
२०. उमेदवाराने केंद्राटी संलग्न शिक्षक या पदावर हजर झाल्यानंतर नोकरी मध्येच सोडल्यास सदर उमेदवारास यानंतरच्या आदिसाठी विकास विभागामार्फत राबविण्यात आलेल्या केंद्राटी भरतीप्रक्रियेत पुन्हा अर्ज करता येणार नाही.
२१. उमेदवाराने केंद्राटी संलग्न शिक्षक या पदावर हजर झाल्यानंतर सदर पदाचा राजिनामा द्यावयाचा असल्यास त्या पूर्वी दोन महिने अगोदर मुख्याध्यापकांकडे पत्र सादर करावे लागेल.
२२. उमेदवाराने दोन महिने अगोदर लेखी पत्र न देता परस्पर नोकरी सोडल्यास शेवटच्या महिन्याचे वेतन अदा केले जाणार नाही.
२३. उमेदवाराने केंद्राटी संलग्न शिक्षक या पदावर हजर झाल्यानंतर नोकरी मध्येच सोडल्यास सदर उमेदवारास या नंतरच्या आदिसाठी विकास विभागामार्फत राबविण्यात आलेल्या केंद्राटी भरतीप्रक्रियेत पुन्हा अर्ज करता येणार नाही.



(कुमार आशिर्वाद)
 प्रकल्प अधिकारी तथा सहा. जिल्हाधिकारी
 एकात्मिक आदिसाठी विकास प्रकल्प,
 नाशिक

- प्रत -
१. श्री. बागुल अजय साधुराम
 मुंबईपूर पो पंगारणे ता. सुरभागा जि. नाशिक

२. मुख्याध्यापक, निगडोळ ता. दिंडोरी, जि. नाशिक
 २/- यांना कळविण्यात येते की, वरीलप्रमाणे संबंधितांकडून कागदपत्रांची पूर्तता करण्यात येवून उमेदवारास हजर करून घ्यावे व सर्व कागदपत्रांच्या सहाय्यात प्रतिसह अहवाल या कार्यालयास सादर करावा. तसेच आपले दफ्तरी एक प्रत ठेवावी. संबंधितांना मान्यनाची रक्कम अदा करताना दिर्घकालीन सुट्टीचे दिवस वगळून मान्यनाची रक्कम अदा करावी. सदरचा खर्च हा कायमगता समुह (२२२५ बी ७३४) या लेखाखर्चातून उपलब्ध तरतुदीसुन भागविण्यात यावा.

३. जिल्हा कोषागार अधिकारी, नाशिक
४. उपकोषागार अधिकारी, दिंडोरी
५. आदेश नसती / वैयक्तिक नसती



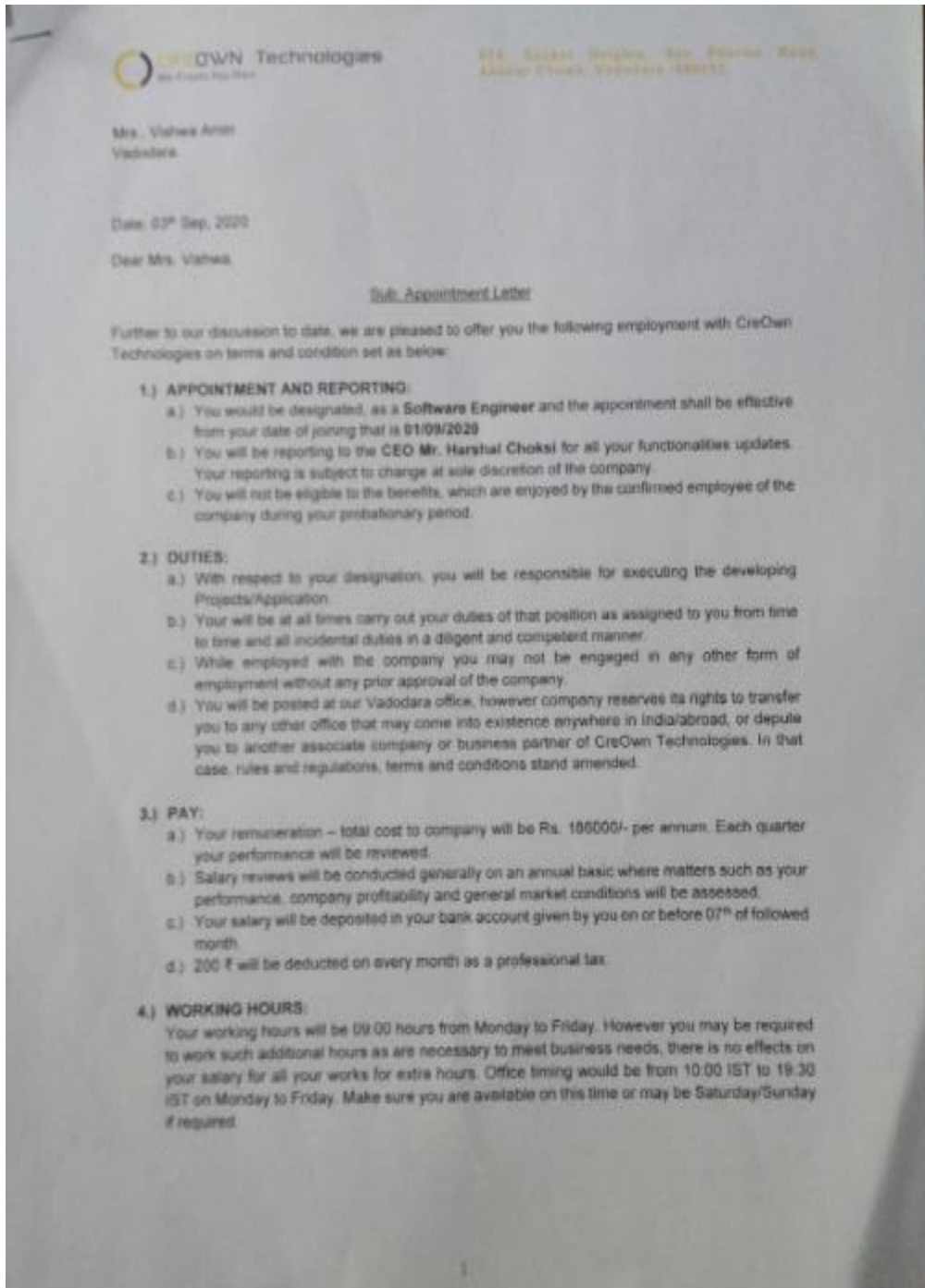
(कुमार आशिर्वाद)
 प्रकल्प अधिकारी तथा सहा. जिल्हाधिकारी
 एकात्मिक आदिसाठी विकास प्रकल्प,
 नाशिक



7. Tejas Alhat



8. Vishwa Patel



9.Dhiraj Warke



10.Aadarsh pande



17-SEP-2015

Letter Of Appointment

Mr. Aadarsh Pandey
TCS - Trivandrum

Dear Mr. Aadarsh,

Further to your acceptance of our offer letter vide TCS/OT20152985560/Trivandrum dated 26-Aug-2015 we are pleased to appoint you in our organization in grade Y5 as Graduate Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 17-SEP-2015 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCS, as applicable to you and the changes therein from time to time.

Your Associate number is 1074276.

Yours sincerely,
For TATA Consultancy Services Limited

K Sudeep
Head Talent Acquisition - India

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
TCS House, Naraina Point, New Mumbai 400 075, Maharashtra, India
Tel: 91 22 6739 0000 Fax: 91 22 6739 0000 website: www.tcs.com
Registered Office: Central Building, 205, Cross, Naraina Point, Mumbai 400 075

TCS Private & Confidential



11.Jyoti Gavit

croître

Date: July 13, 2019

To,

Jyoti Gavit,

Letter of Appointment

Dear Jyoti,

We have pleasure in appointing you as "PHP Developer" with effect from July 14th, 2020.

1. Salary Structure:

You will be on probation period for 6 months, for which you will get paid 12000 INR per month. You'll be eligible to receive the following upon your confirmation into the services i.e after 6 months from the date of joining.

Salary Components	Annually
Basic	9,000
HRA	6,000
Net Salary	15,000
Total CTC per Annum	1,80,000



2. Probation and Training Period:

As per our Company policy, you will be on probation for a period of 6 months and then, based on your performance and review you will be taken to the next level of employment in the organization. While on probation, you will be provided 'on the job' training.

3. Reporting Structure:

Your immediate reporting will be to the Team Leader, however you will also be interacting with the Director on case to case basis.

4. Appraisal & Performance Review:

Your performance shall be reviewed on quarterly basis, with all appraisals and increments.

5. Confidentiality of Data:

During the tenure of your service, you will keep your emoluments secret from other members of this organization and will treat all information coming to you as strictly confidential and information contained in all documents and papers and other matters relating to the company will not be divulged by you to any person other than the Management of the company.

You will maintain secrecy and will not disclose to third person/parties any of the trade secrets or other confidential information of the company or its affiliated companies, including but not limited to, proprietary technical data, specifications and methods of operation. You will take all appropriate data received from third parties. Such trade secrets, proprietary technical data, specifications and methods of operation will at all times remain the property of the company.

6. Discipline:

You will submit yourself to the orders of the company and of the officers and authority under which the company may from time to time place you. You will be governed by the rules, regulations, by - laws, instructions and procedures prescribed by the company from time to time.

You will employ yourself efficiently and diligently to the best of your ability and will devote your whole time to duties of the company and will not engage yourself directly



or indirectly in any service, trade, business, vocation or occupation(including agency of an insurance company) or in an advisory capacity.

You will not, except in case of accident or sudden illness certified by the competent medical authority absent yourself from duties without having first obtained permission from the company's authorized officers. If you absent yourself from the duties of the company without prior written permission or overstay the sanctioned leave for eight consecutive days, you will be deemed to have abandoned the service voluntarily without giving due notice and your name will be struck off the rolls.

7. General:

- a. You will be required to carry out shift duties from time to time as per the requirements of the company.
- b. In case you are incapacitated by reason of illness, accident or any other cause and cannot perform your duties, the company may at its sole discretion grant leave for a reasonable time on full pay or half pay or without pay or terminate your services.
- c. Also, if you are found suffering from any infections/contagious disease, the company may at its discretion terminate your service.
- d. All promotions and demotions will be at the sole discretion of the Management of the company, depending upon your efficiency.
- e. Your employment shall also be governed by rules and regulations laid down by the Management from time to time, some of which are contained in the Code of Conduct of the company.
- f. Please confirm that the above terms and conditions are acceptable to you and you accept the appointment by signing a copy of this Letter of Appointment.

8. Past Records:

If any information furnished by you to the company proves to be false or if you are found to have wilfully suppressed or concealed any material information, in such cases, you will be liable to termination from services without any notice.

9. Non Solicitation/Non-compete:

You agree to undertake that during the term of your employment with the company and for a period of three years thereafter immediately following the termination of your employment with the company, you will not -

- Directly or indirectly solicit, induce, recruit or encourage any of the Companies employees to leave their employment.



- Take away any clients or customers of the company or attempt to solicit, induce, recruit or encourage, either for yourself or for any other person or entity.
- Join the services or be associated in any manner with any organization which is undertaking or seeks to directly undertake competing activity in India.
- You also acknowledge and agree that the above restrictions are considered reasonable for the legitimate protection of the business and the goodwill of the company. In the event that such restriction shall be found to be void, but would be void if some part thereof was deleted or the scope, period or area of application were reduced the above restriction will apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make restrictions contained in this clause valid, binding and effective. Notwithstanding the limitation of this provision by any law for the time being in force, you undertake to at all times observed be bound by the spirit of this clause.

10. Misconduct:

Without prejudice to the general meaning of the term misconduct, any act of omission or commission or negligence or breach of rules, regulations, by-laws, instructions or procedures of the company for the time being in force or confidentiality clause would be treated as misconduct.

11. Termination Notice:

In case of resignation from your position, you will be required to serve a notice period of one month before being relieved.

In the event the company decides to terminate your services, one month notice or basic salary in lieu thereof shall be given by either side. However if your service is terminated for fraud, theft or withholding of information in the Application Form or for any other form of Misconduct, the notice pay will not be payable.

For any acts/acts of misconduct or acts of omission or commission or negligence, your services are liable to be terminated. The company may at its sole discretion hold domestic inquiry to inquire in to such acts/acts alleged against you. You could be liable for suspension pending enquiry or final orders. You will, however be entitled to salary for the period of suspension if the charges are not proved against you.

12. After Termination:



On termination of this contract, you will immediately give up to the company all correspondence, specifications, formulae work, books, documents, effects, market data, cost data, drawings or records etc. belonging to the company or relating to its business and shall not retain or make any copies of these items. The terms of termination are strictly confidential between you and the company. You agree that at all times after termination date, directly or indirectly not to -

- Use any data/information for your own purpose or that of any other person, company, business or any other organization whatsoever
- Disclose to any person, company, business entity or any other organization whatsoever any trade secrets or confidential information relating or belonging to the company or any of subsidiaries or associate companies including but not limited to information relating to customer, business plans or dealings, associates or officers, financial information or plans, designs formulae, product lines, research activities, any confidential document or any information which you have been advised is 'confidential' or which you might reasonably expect the company to regard as information which has been given to the company or any other people.

Yours faithfully

Sushant Tayade
Director,
Croitre Consultancy Service LLP

I hereby accept employment on the terms and conditions mentioned in the above letter of appointment and enclose herewith a copy of my resignation letter duly accepted by the present employer.

Name:

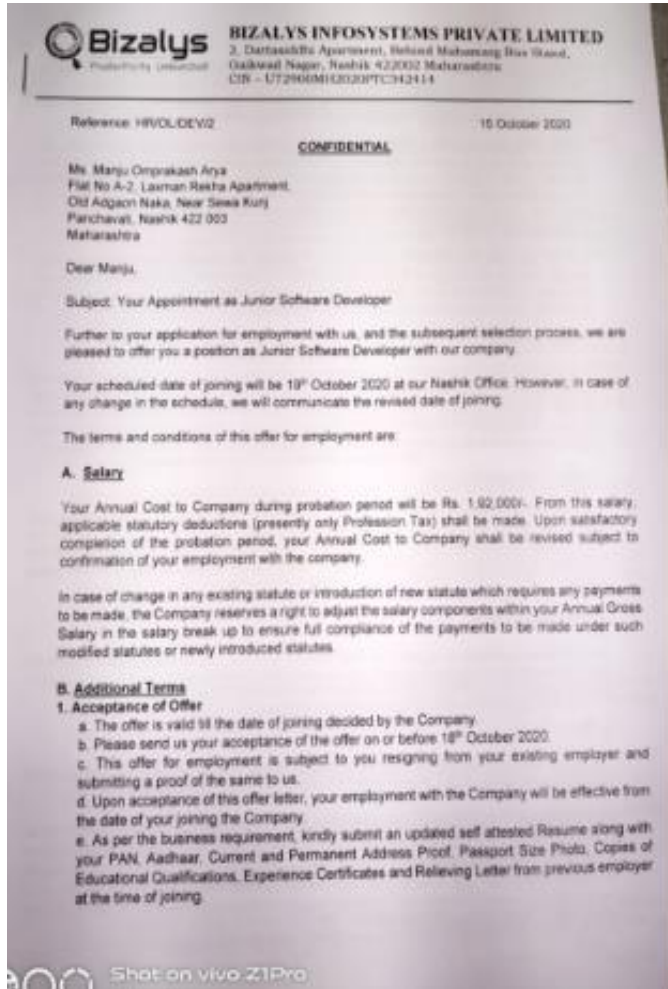
Signature:

Date:

Place:



12. Manju Aarya



13. Rushikesh Vyakhande



14. Sagar Ahire



15.Ashish Dudhekar



Letter of Employment
Strictly Confidential

Ref: AA/OL/2422/050823

Date: 08th May, 2023

Dear Ashish Avinash Dudhekar,

Subject: Offer of Employment

We are pleased to offer you an employment with Apps Associates (I) Pvt. Ltd. for the position of "**Staff DBA Consultant**" at our Hyderabad Office/Remote Work Location.

Your annual gross salary along with the break-up of salary is attached herewith as in **Annexure-A**.

Your employment with us will be governed by terms and conditions referred in **Annexure-B**.

The base location will be in Hyderabad and you would be joining us on or before **09th June, 2023**. You will be on probation for a period of Six Months from the date of joining.

Eligibility for Merit Increase: All associates joining on or before **30th Sep of the current year** only will be eligible for the following years merit increase.

We will appreciate your confirmation of acceptance of this offer letter latest by **48 hours** from the date of the offer of employment. At the time of joining, you are requested to submit the copies of the documents as per **Annexure C**.

We welcome you to **Apps Global family** and look forward to a long and fruitful association.

Yours Sincerely,
For Apps Associates (I) Pvt. Ltd.

Chandru Muthukkaruppan

Vice President – GDC Business Operations

Confidential

Apps Associates (I) Pvt. Ltd.
1-3-23/2, Street No.4, Habsiguda, Hyderabad - 500 007
Voice: 91-40-30212601; Fax: 91-40-30212706



AY 2018-19

List of student Placed

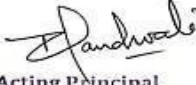
Sr.No	Name of student placed/enrolling into higher education and contact details	Program graduated from	Name of student who has been placed
1	Rahul Sanjay Bhachhav	M.Sc(Comp.Sci)	IDFC First Bharat
2	Shubham Bodhare	M.Sc(Comp.Sci)	Daily dash Technologies
3	Kaustubh Vasudev Shinde	M.Sc(Comp.Sci)	HDFC Sales
4	Nilesh Bhatu Chaudhari	M.Sc(Comp.Sci)	SENSES
5	Puspak Gangurde	B.Sc(Comp.Sci)	COMnet
6	Prashant S. Ahire	BBA.CA	Catholic Health Association, Consultant LTD
7	Harshda Musale	M.Sc(Comp.Sci)	Kotak Mahindra Bank
8	Manoj Jadha	BBA	Business
9	Shubhangi Gaikwad	M.Sc(Comp.Sci)	BATTU invesment
10	Shubham Yeola	B.Sc(Comp.Sci)	MachBizz

IQAC Coordinator

IQAC Chairman and Principal


IQAC Co-Ordinator
MGV Panchavati College of Management
and Computer Science, Panchavati, Nashik-3




Acting Principal
Panchavati College of Mgt.
& Computer Science,
Panchavati, Nashik-3.

Evidence of Placement

1. Rahul Bacchav



24-Nov-2020

Rahul Sanjay Bachhav [ID: 120587]

Plot no 24 Malegaon Camp Nashik Maharashtra -
423105
rahulbachhav1@gmail.com

Dear **Mr. Rahul Sanjay Bachhav**,

We are pleased to extend this letter of appointment ("Letter") to you at IDFC FIRST Bharat Limited (the "company") and your role is **Individual Relationship Officer** and grade is **Assistant** respectively. You are expected to join on or before **01-Dec-2020** ("Date of Joining"). Your monthly Total Fixed Pay (TFP) will be INR **15382.00**. The position is currently based at **Panchavati Nashik Branch, NASHIK REGION**. Please refer the Annexure-1 for break-up of Gross and Total fixed salary. Please note that your appointment is subject to your adherence on the following, in letter and spirit

- Terms & Conditions [Annexure-2]
- Code of Conduct [Annexure-3]

This appointment is subject to you being medically fit to perform your role effectively. It is also based on the verification of information and documents submitted (electronically or hardcopy), including but not limited to Authorization / Undertaking / Declaration Form.

Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not share information regarding the same with anyone.

Congratulations on your appointment. We wish you a successful association with IDFC FIRST Bharat Limited.

Thank You,
For IDFC FIRST Bharat Limited

Subramanian M V
Head - Support Functions (HR, L&D, Facilities & Assets, CSR)

I accept
BR
20/11/2020

I, **Rahul Sanjay Bachhav**, Son/Daughter of **Sanjay Shankar Bachhav**, do hereby accept the above and confirm / certify the following:

1. Date of Joining the Company: **01-Dec-2020**
2. PAN number: **CPOPB1643F**

Signature

Date:

Authenticated by:

Signature:

Name:

Employee ID:



Annexure 1

COMPENSATION DETAILS

Employee Name: Rabul Sanjay Bachhav
 Grade: Assistant
 Department Name: BUSINESS
 Location: Panchavati Nashik Branch

Components	Per Month (in Rs.)	Per Annum (in Rs.)
Basic	3076.00	36912.00
House Rent Allowance	1538.00	18456.00
Special Allowance	7178.00	86136.00
Guaranteed cash	11792.00	141504.00
Statutory Bonus	2359.00	28308.00
Employer's PF	1231.00	14772.00
Total Fixed Pay	15382.00	184584.00

Monthly net take home (in Rs.)	
Guaranteed Cash	11792.00
Statutory Bonus	2359.00
Employee's contribution to Provident Fund	1231.00
Net take home before tax (in Rs.)	12920.00

Note

- In addition to TFP, Insurance premium is paid by the company towards employee's life, accident & medical insurance. This is a notional premium amount & is not paid in cash to the employee.
- Provident Fund contributions shall be made by the Company to the fund.
- ESI contributions shall be made by the Company to ESIC for applicable employees.
- Gratuity will be applicable as per the Payment of Gratuity Act.
- The notice-pay reimbursed, joining bonus, relocation expenses and any other amounts, if any, paid, at the time of joining would be recovered in full, in case of your resignation/separation (whichever is earlier) within twelve months from the date of joining.



Subramanian M V
 Head - Support Functions (HR, L&D, Facilities & Assets, CSR)

I accept
 for
 20/11/2020



2.Shubham Bodhare



DAILY DASH TECHNOLOGIES PRIVATE LIMITED

OFFICE: Floor 1, Building 13, Opp. PnG Diamond Store,
Near Prasad Circle, Gangapur Road, Nashik - 05

MAIL: contact@dailydash.in
CALL: 8806890770 / 8888431455

Joining Letter

Mr. Shubham Bodhare,

With reference to your interview, discussions and assignments, we would like to congratulate you on behalf of the team Daily Dash Technologies Pvt. Ltd. and appointing you for the post of **Angular Developer** for Full Time.

Commencement of Employment:

Your employment will be effective from 3rd December 2020.

Job Title & Salary:

Your job title will be **Angular Developer** & Salary will be INR 13,500 in hand for first month & INR 15,000 from second month in hand.

Place of Posting:

Your posting will be at Daily Dash Technologies Pvt. Ltd. office at Gangapur road, Nashik

Hours of Work:

Normal working hours are Monday through Saturday, you will be required to work for such hours as necessary for the discharge of your duties to the work, Normal working hours are from **10 a.m. to 7 p.m.**

Congratulations! Welcome Aboard!

Amey Sonavani
Daily Dash Technologies Pvt Ltd



3.Kaustubh Vasudev Shinde



4. Nilesh Bhatu Chaudhari



Ref: SEN/HR/2023

1st June 2023

To,
Mr Nilesh Chaudhari
Flat No 10, Madhav-A, DGP-2,
Vanashri Colony, Ambad,
Nashik- 422010

Dear Nilesh,

On review of your performance and commensurate with your individual contribution, the management is pleased to promote you as an 'Team lead - Software'.

In recognition of your contribution, it is our pleasure to revise the compensation package with effect from 01.06.2023

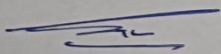
Your monthly revised CTC will be 1,00,000/- P.M.

All other terms and conditions of your appointment letter remain unaltered.

The management expects that you would continue to strive for excellence in your activities and contribute wholeheartedly towards overall growth of the organization.

Wish you all the best

For Senses Electronics Pvt Ltd


Sajith Radhakrishnan
Chief Operating Officer



5.Puspak Gangurde



APPOINTMENT LETTER

25th Aug 2021

To

Pushpak Sharad Gangurde,
A/P New Bej, Tal: Kalwan, Dis: Nashik 423501
Employee Code:- 708918

Dear Mr. Gangurde,

We have pleasure in appointing you as **Technical Support Engineer-Level 1st** in our organization, effective

25th Aug 2021 on the following terms and conditions:

1. Placement & Compensation

You will be placed in the appropriate band / responsibility level of the Company, and will be entitled to compensation (salary and other applicable benefits) as detailed in your offer letter. Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter.

2. Salary revision

Your salary will be reviewed on April 1st of each year, or at such other time as the Management may decide. Salary revisions are discretionary and will be subject to, and on the basis of, effective performance and results.

3. Gratuity

Gratuity as and when applicable will be paid to you as per Gratuity Rules prevailing on your separation from the services





4.Posting & Transfer

Your initial posting will be at WNS Global Services (P) Ltd – Nashik. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

5.Reimbursement of Expenses

Your outstation traveling expenses for projects related to the company will be paid on submission of vouchers to the accounts department, duly sanctioned by your reporting manager.

6.Probation

That you will be on probation for a period of **six months**. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

7.Full time employment

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

8.Confidentiality

You will not, at any time, during the employment or after, without the consent of the Board of Directors disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.





9. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

10. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be available to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform ensure results.

11. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

12. Retirement

The retirement age is 58 years. You will retire from the employment of the Company at the end of the month in which you attain 58 years of age.

13. Termination of employment

During the probationary period and any extension thereof, your services may be terminated on either side by giving 30 days of notice . However, after completing 6 months employee has to serve 60 days of notice period or the services can be terminated from either side by giving 60 days of notice.

Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon termination of employment, you will also return all company property, which may be in your possession.





14. Non Solicitation

You will not directly or indirectly, solicit for employment, nor enter into any contract for services with, any person employed by client where you are posted, during employment with Comnet Solutions Pvt. Ltd. or for a period of six months year thereafter, without the prior written permission of Comnet. On violation of this Non Solicitation terms, Comnet is liable to claim amount equivalent of your six months salary.

15. Medical Fitness

This appointment is subject to your being, and remaining, medically fit.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records.

Yours faithfully,

For Comnet Solutions Pvt. Ltd




Anjali Singh
HR Department

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

Employee Signature

Pushpak Sharad Gangurde



SALARY ANNEXURE			
Name:	Pushpak Sharad Gangurde		
Employee Code:	708918		
DOJ	25 th Aug 2021		
Designation:	Technical Support Engineer-Level 1		
Location:	Nashik		
Earnings	Amount (Rs)	Deductions	Amount (Rs)
Basic	13,062	PF - Employee	1,568
House Rent Allowance	654	ESIC - Employee	111
City Compensatory Allowance	74	Professional Tax	200
Bonus	1089		
Gross Earnings	16854	Gross Deductions	1,879
PF - Employer	1,699		
ESIC - Employer	484		
Gratuity	629		
Total Monthly CTC	17,691		
Total Yearly CTC	2,12,292		
Net Salary Payable	13000		
For Comnet Solutions Pvt Ltd			
			
Anjali Singh		Pushpak Sharad Gangurde	
HR Department			



6..Prashant S. Ahire

187/A, Staff Road, Gurrack Enclave,
Secunderabad, Telangana 500009

F: +91-40-27948770, 27948457
E: directorgeneral@chai-india.org
F: +91-40-27911982
www.chai-india.org

HAI+
Catholic Health
Association of India

15 July 2021

Appointment Letter

Prashant Suresh Ahire
Pune, Naskik,
Maharashtra
p.ahirex2@gmail.com

Sub: Appointment as Consultant – LTBI Coordinator for Aashya Plus Project



Dear Mr Prashant Suresh Ahire,

You are hereby appointed as a 'Consultant' – LTBI Coordinator, in Pune Dt, Maharashtra under Project Aashya Plus, of The Catholic Health Association of India ("CHAI") from August 5, 2021, subject to the following terms and conditions:

- 1. Duration and Responsibilities:** This agreement shall come into force on August 5, 2021 and continue to be in existence until March 31, 2022 or till the end of the project duration, whichever is earlier. During this period, you will be required to perform certain tasks fully described in Annexure A, as and when called upon to do so, by CHAI through its representative. You shall not assign your responsibilities to any other person.
- 2. Extension:** At the end of the period of this agreement, CHAI, through its Director General, may, at its sole discretion, extend the agreement for further periods not exceeding 12 months on each such extension, in writing. Your performance during the period of this agreement will be one of the criteria for considering for extension/ renewal of the agreement.
- 3. Compensation:** During the specified period of the agreement, you will be paid a monthly consultant fees of Rs.25,000/- subject to applicable statutory deductions including TDS.
- 4. Commitments:** You will be responsible for ensuring that CHAI's requirements and schedules towards the project requirements are honoured.
- 5. Payments:** Payments for each month will be made before the tenth day of the succeeding month and based on submission of day wise report duly verified and recommended by the line manager which includes the daily attendance.
- 6. Reporting authority:** You will report to, and be under the general supervision of, the Director General of CHAI, or a person nominated by him, for the purpose of fulfilling your duties under this agreement.
- 7. Conduct:** You shall at all times conduct yourself with sobriety, and confirm to all rules, regulations and other organizational guidelines of CHAI as are in force from time to time. You agree to be subject to CHAI's policy on Sexual Harassment, and subject yourself to the jurisdiction of the Internal Committee constituted by CHAI. This includes, among others, a restriction on activities of political nature as well as religious conversion. You further agree to adhere by other policies of CHAI relating to Child Protection and so on, wherever applicable.
- 8. Termination:** Throughout the duration of this agreement with CHAI, either party may terminate the agreement with 30 days' notice, or payment of 30 days' salary in lieu of the notice period.
- 9. Embezzlement, fraud or dishonesty in connection with your duties under the agreement, or otherwise, as well as other offences such as sexual harassment, and consumption of**

Registered under the Societies Registration Act XX of 1860 S1755 of 1960-61

SERVING THE NATION IN REACHING THE UNREACHED SINCE 1943



intoxicating drinks and narcotics during the course of duty, shall be treated as serious acts of misconduct, and if proved, your services shall be liable to be terminated immediately, without payment in lieu of notice period.

10. Upon termination of the agreement with CHAI, you shall return all assets, documents, papers which related to the affairs of CHAI or any other materials you may have in your possession prior to the final settlement of accounts.
 11. If the information given by you in the application or during the interview is found to be false and/or misleading, the services are liable to be terminated. Any change in the information given to CHAI shall be forthwith communicated to the Director General, CHAI. Any non-compliance of the terms and conditions of this agreement will lead to the termination of the agreement, unless expressly condoned in writing by the Management.
 12. Confidentiality: You shall not, during the course of the agreement or at any time thereafter, disclose, divulge, make public or reveal to any person, any knowledge you may gain of the CHAI process, operations, systems, organizational set-up or part with confidential information during the course of his/her employment which is likely to affect the interest of CHAI.
 13. Ownership: All assets, including intellectual property, developed as part of your duties under this agreement, will be the property of CHAI. You will, at all times, identify CHAI as the principal with respect to activities done under this agreement. You will take all reasonable steps to protect, save from disrepute or harm, and uphold the best interests of CHAI, both during, as well as after the termination of, this agreement.
 14. Disputes: In case of any dispute arising out of, or relating to, this agreement, you agree to submit to the final decision of the Director General, CHAI.
 15. The Consultant will be subject to the working hours and leave policy of the organization.
- You are requested to return the duplicate copy of this letter of the appointment letter duly signed, as a token of your acceptance.

Mathew Abraham

Rev. Dr. Mathew Abraham C.Sc.R, MD
DIRECTOR GENERAL - CHAI



cc: Directorate

cc: HR/Admin

cc: Finance Department

I accept the above terms and conditions and hereby sign a duplicate copy of this letter as a token of my acceptance of the same

Name

Prashant Suresh Ahire

Signature

Prashant Suresh Ahire

Reporting Manager: Team Lead



Annexure A

LTBI Coordinator – Terms of Reference

Reporting to: Team Lead

- Coordinate with the National TB Elimination Programme staff at Tuberculosis Unit (TU) which is located at Block level
- Participate in planning the initial stages of LTBI intervention in coordination with District TB Officer and NTEP staff along with the Team Lead
- Weekly collect the list of index patient (microbiologically-confirmed pulmonary TB patients) diagnosed in the block from either the Nikshay portal or laboratory registers
- Visit all microbiologically-confirmed pulmonary TB patients who were recently diagnosed in the TU area and meet their household contacts.
- Visit all microbiologically-confirmed pulmonary TB patients who were notified - through private sector in the block and meet their household contacts.
- Counsel TB patients about anti-TB treatment adherence.
- Counsel family members about TB prevention and care.
- Inform about Tuberculosis Preventive Therapy to the household contacts.
- Arrange for screening of household contacts for TB disease and/or Latent TB infection (LTBI).
- Record the details of household contacts, their LTBI status and eligibility for TPT after thorough assessment.
- Take consent for testing of LTBI – among household contacts.
- Mobilise household contacts to nearest collection centres and Chest X-ray (CXR) facilities.
- Communicate with laboratory representative for collecting and processing the samples
- Record and report the investigation results.
- Communicate the investigation results to household contacts and clarify their doubts.
- Follow up with household contacts for consultation with medical officer at TU
- Facilitate the TPT initiation among eligible household contacts
- Ensure that all diagnosed TB patients are placed on anti-TB treatment
- Follow up with household contacts up to treatment completion
- Record and report the six months' follow-up reports.
- Build systems for sustaining contact follow up models by engaging ASHA workers, community volunteers etc
- Provide a monthly report to the DDO and the SPMU
- Participate in monthly meetings of NTEP and update the NTEP team on the achievements, challenges and solutions to field difficulties.
- Provide all necessary information related to the project to SPMU/NPMU as and when required.
- Escalate issues to Team Leads as and when required
- Maintain all recording and reporting formats as per project requirements.



7. Harshda Musale



8. Manoj Jadhav



9 Shubhangi Gaikwad

BATTU Investments
www.battuinvestments.com

F7, Shivrao Bunkar, Kulkarnewadi, CBS, Naik's Nv, A6, 502250208

Date: 16/01/2018
To: Shubhangi Gaikwad
Dear Miss. Shubhangi Gaikwad

Appointment Letter

We are pleased to inform that "Office Executive - Operations" in our Organization subject to following terms and conditions:

- Your services will commence from 1st Jan 2018 for the next one year (upto 31st Dec 2019). You will be on Probation for this period.
- You have to follow Office Rules and Regulations. Strict Disciplinary action will be taken in case of breach of Rules including loss of job etc.
- Secrecy of Data and documents will be utmost important.
- Customer handling with proper care is utmost important.
- Office Timings will be 10:00 am to 5:00 pm from Monday to Saturday. Sunday will be weekly off.
- Late mark of 10 min considered to be one half day leave.
- You are entitled to Rs. 8500/- p.m. salary for the next one year. After that increments will be considered on per year overall performance. The Salary papers will be made latest by 10th of following month.
- Office Days work from Monday to Friday 9:00 am to 5:00 pm. Saturday will be constant day. This should be followed strictly otherwise disciplinary action will be taken.
- You have allowed 18 paid holidays (max 2 per month) for next one year. This should be followed strictly. More than 2 leaves in one month considered to be loss of pay.
- You want to give one month advance notice to leave the job. If you left the job without prior notice, that month's salary will not be paid.

Acknowledgement

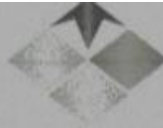
I hereby confirm the acceptance of the above assignment, on the terms and conditions stipulated therein.

For BATTU Investments
Asst. Battu
Mr. Anil Battu

Accepted and Agreed
Shubhangi Gaikwad
Miss. Shubhangi Gaikwad



10 Shubham Yeola



MachBizz

Ref/MB/OL/907

Date: 20 October 2023

Miss/Mr. Shubham Ramesh Yeole.

Offer Letter

Dear Shubham Ramesh Yeole,

We at MachBizz are pleased to induct you in our esteem organization as **Jr. Software Developer (US Shift)**.

We're just a few formalities away from getting down to work. Please take the time to review our formal offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with **MachBizz Marketers Private Limited**.

MachBizz is offering a fulltime position for you as a **Jr. Software Developer**, reporting to Team Leader from **25th October 2023** at **MachBizz Marketers Private Limited**, Building No. 29, Electronic Cooperative Estate Ltd, Beside Puma Showroom, Pune-Satara Road, Parvati, Pune, Maharashtra 411009.

Kindly confirm about your date of joining within 2 days.

1. Compensation:

In this position, MachBizz is offering to start you at a pay rate of **17,000.00/-INR** gross per month. You will be paid on a monthly basis, up to 10th day of each month.

All compensation is subject to company policies in force from time to time. Please refer to **Annexure 'A'** for **Salary break-up details**.

2. Probation Period:

You will be initially on probation for a period of **90 days (3 months)**.





MachBizz
BANGALORE

5. Separation:

In case of resignation, your appointment is terminable by "**One month**" notice, without giving requisite notice, no relieving order will be issued and no settlement off dues will be paid.

The company reserves the rights to waive off/extend the notice period on case- to-case basis.

You will also be bound by the terms and conditions of the Service Agreement if any executed in favor of the organization at the time or during the course of employment.

However, the terms of condition shall be taken in to consideration as per the employment contract.

6. Deductions:

Profession tax is the tax by the state governments in India. The maximum amount payable per month is Rs. 200. It is mandatory to pay professional tax.

7. Contribution:

As an employee of MachBizz if you fulfill the below eligibility criteria you will be applicable for Employee Provident Fund (EPF), will be 12% of Basic Salary and Employees' State Insurance (ESI) under Employees' State Insurance Corporation will be 0.75% of Gross Salary.

8. Eligibility Criteria:

If your basic salary is Rs. 15,000 or less than Rs. 15,000 you will be eligible for Employee Provident Fund (EPF). And If your Gross Salary will be Rs. 21,000 or below Rs. 21,000, you will be eligible for Employees' State Insurance (ESI).

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to the responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

9. Document Checklist:

Please find below list of documents which you have to scan and send it before **22nd October 2023** along





MachBizz

If any declaration given or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases you will be liable to removal from services without any notice.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before **22 October 2023**.

We welcome you to our team for a long successful and mutually rewarding relationship.

Wish you a very happy joining with MachBizz!!!

Sincerely,

Rutuja Kshatriya

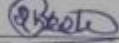
Rutuja Kshatriya

HR Executive

MachBizz Marketers Private Limited Pune.

For Candidate:

I have read, understood and agree with the foregoing. I accept employment at MachBizz Marketers Private Limited. On above terms and conditions.

Signature: 

Name: Shubham B. Yeale

Date: 22-10-2023




AY 2019-20

List of student Placed


Sr.No	Name of student placed/enrolling into higher education and contact details	Program graduated from	Name of student who has been placed
1	Mayur Jadhav	BBA(CA)	IEEYAMC
2	Ketan Vadnere	BBA(CA)	Canusa Hershman
3	Pankaj S. patekar	BBA	Ultra Tech Cement LTD.
4	Pranav Gaikwad	BBA	Shree Samarth IT Solition LTD
5	Aditya S. Kanhe	BBA	Calibehr Technology

IQAC Coordinator

IQAC Chairman and Principal



IQAC Co-Ordinator
MIGV Panchavati College of Management
and Computer Science, Panchavati, Nashik-3




Acting Principal
Panchavati College of Mgt.
& Computer Science,
Panchavati, Nashik-3.

Evidence of Placement

1.Mayur Jadhav


05-May-2022

Dear Mayur Jadhav,

SUB: Offer Letter

Congratulations! With reference to your interview, we are pleased to offer you the position of **Associate Integration Developer** in Neeymo/Works, based out of **Pune**.

You are expected to support the bond by furnishing a bank guarantee of Rs.1,50,000/- for 3years from HDFC bank.

The breakup of your compensation package is provided herewith. We would like you to join our company on **16th May 2022 at 10:30 AM**, unless otherwise agreed to in writing or else the offer will be null and void. You will be drawing a monthly stipend of Rs 7000 till the submission of all your marksheets. You will be issued a detailed appointment letter on your joining with us.

ANNEXURE: COMPENSATION STRUCTURE

Components	Monthly	Annually
Basic	₹ 13542	₹ 162500
House Rent Allowance	₹ 6771	₹ 81250
Special Allowance	₹ 3320	₹ 39834
Total Gross Salary	₹ 23633	₹ 283584
Employer Contribution		
Provident Fund	₹ 1800	₹ 21600
Gratuity	₹ 651	₹ 7816
Total Employer Contribution	₹ 2451	₹ 29416
Annuals		
Insurance Premium		₹ 5000
Annual Fixed Bonus		₹ 7000
Cost To Company (CTC)		₹ 325000
Employee Deduction		
Provident Fund	₹ 1800	₹ 21600
Total Employee Contribution	₹ 1800	₹ 21600
Estimated Monthly Net Salary*	₹ 21833	
Medical Coverage		
Health Insurance		₹ 200000
Accidental Insurance		₹ 250000

Private and Confidential

Block No.A (Module 4), 5th Floor, SP Infocity, No.40, MGR Salai, Perungudi, Kandanchavadi
Chennai TN 600096 IN
CIN - U72900TN2015PTC129361
www.neeyamoworks.com





Note 1:

* Excluding taxes (Professional Tax, Income Tax, etc.)

** Gratuity is payable to employee on completion of 5 years' service as per Payment of Gratuity Act, 1972.

Note 2:

Our monthly payroll cycle is from 1st to last day of every month.

You are asked to report for duty at the following address:

NeeamoWorks Technologies Pvt.Ltd
IT 05, 1st Floor, Qube Business Park - SEZ
154/06, RGIP, Phase 1, Hinjewadi, Pune 411057

Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter no later than 07-May-2022 post which the offer stands null & void.

We count on you to take NeeamoWorks to greater heights. Wish you the very best!

Best Regards,

Y. Y. Narayanan

CEO - NeeamoWorks

Annexure

Annexure 1: List of documents copies you need to produce on Day 1

1. Current Resume
2. Class X Mark Sheet & Certificate
3. Class XII Mark Sheet & Certificate
4. UG, PG, Other: Mark Sheets & Certificates
5. Professional Qualification: Certificate
6. Relieving Letter or Experience Certificate
7. Salary Slip from the Last Organization
8. 4 Passport Size Photographs on white background
9. Form 16/ Salary Certificate from the Last Organization (if applicable)
10. Passport Photocopy
11. PAN Card Photocopy
12. Address Proof (Voters ID/ Driving License/ Aadhar Card, etc.)
13. Signed Copy of the Offer Letter
14. Recent VISA (for NRI employee only)

Private and Confidential

Block No.A (Module 4), 5th Floor, SP Infocity, No.40, MGR Salai, Perungudi, Kandaschavadi

Chennai TN 600096 IN

CIN - U72900TN2015PTC129361

www.neeamoworks.com





Note 1:

* Excluding taxes (Professional Tax, Income Tax, etc.)

** Gratuity is payable to employee on completion of 5 years* service as per Payment of Gratuity Act, 1972

Note 2:

Our monthly payroll cycle is from 1st to last day of every month.

You are asked to report for duty at the following address:

NeeYamO Works Technologies Pvt.Ltd
IT 05, 1st Floor, Qube Business Park - SEZ
154/06, RGIP, Phase 1, Hinjewadi, Pune 411057

Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter no later than 07-May-2022 post which the offer stands null & void.

We count on you to take NeeYamO Works to greater heights. Wish you the very best!

Best Regards,

Y. Y. Narayanan

CEO - NeeYamO Works

Annexure

Annexure 1: List of documents copies you need to produce on Day 1:

1. Current Resume
2. Class X Mark Sheet & Certificate
3. Class XII Mark Sheet & Certificate
4. UG, PG, Other: Mark Sheets & Certificates
5. Professional Qualification: Certificate
6. Relieving Letter or Experience Certificate
7. Salary Slip from the Last Organization
8. 4 Passport Size Photographs on white background
9. Form 16/ Salary Certificate from the Last Organization (if applicable)
10. Passport Photocopy
11. PAN Card Photocopy
12. Address Proof (Voters ID/ Driving License/ Aadhar Card, etc.)
13. Signed Copy of the Offer Letter
14. Recent VISA (for NRI employee only)

Private and Confidential

Block No.A (Module 4), 5th Floor, SP Infocity, No.40, MGR Salai, Perungudi, Kandanchavadi
Chennai TN 600096 IN
CIN - U72900TN2015PTC129361
www.neeyamoworks.com



2 Ketan Vadnere



Via Email

January 6, 2023

Mr. Ketan Vadnere
Flat No. 13
Jaimatadi appt, Seva kunj, near Poddar bhavan
Panchavati, Nashik 422003.

Contact number: +918412962414

Email: ketanvadnere0@gmail.com

RE: Offer Letter

Dear Ketan:

We are very excited to present this offer for you to join Canusa Hershman Recycling Company ("CHRC" or the "Company") as an Export Documentation Specialist reporting to Jennifer Rosemeler. Your start date will be February 1, 2023, or an alternative mutually agreed upon date.

Your monthly compensation rate will be \$5,000.00 INR, payable on the 5th day of the following month via ACH. You will be asked to provide your banking information.

Following your 6-month probationary period, you will be eligible for participation in the Company quarterly bonus program equal to 25% of your annual base compensation.

This offer is valid until the close of business on Tuesday, January 10, 2023. Please let us know of your decision to join CHRC by signing a copy of this offer and returning it to me via email. This offer is subject to the terms herein.

CHRC is an "at-will" employer, which means that both contractors and the Company have the right to terminate employment at any time, with or without advance notice, and with or without cause. Contractors also may be demoted or disciplined, and the terms of their employment may be altered at any time, with or without cause, at the discretion of the Company. No one other than an officer of the Company has the authority to alter this arrangement, to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to this policy, and any such agreement must be in writing and signed by an officer of the Company and by the affected employee.

We will require the below documentation:

1. Scanned copy of Aadhar Card
2. PAN (Permanent Account Number) Card
3. Bank Details / Copy of Cancelled Cheque.





By signing below, you represent and warrant that you are not a party to any non-compete restrictive covenant or related contractual limitation that would interfere with or hinder your ability to undertake the obligations and expectations of employment with Canusa Hershman.

CHRC has built an outstanding reputation based on innovative thinking and outstanding customer service. Credit for this goes to every one of our employees and we look forward to you accepting this offer and becoming a part of the CHRC team. If you have any questions, please let me know.

Sincerely,
Rachel Mastriano
Human Resources Director

ACCEPTED AND AGREED:

Ketan Vadnere

Date

3. Pankaj S. patekar



4. Pranav Gaikwad



5. Aditya S. Kanhe



AY 2020-21

List of student Placed


Sr.No	Name of student placed/enrolling into higher education and contact details	Program graduated from	Name of student who has been placed
1.	Akshay Sananse	BBA(CA)	CELEBAL
2	Maya Sanjay Avhad,	BBA	Capgemini Technology Services India Limited
3	Aniket Ingle	Bsc(Comp.Sci)	Verificent technology
4	Abhishekh Ingale	BBA	SNWN Tech sloution
5	Sukanya Bacchav	Bsc(Comp.Sci)	Datamatics Global Services LTD
6	Kothmire Hitesh	Msc(Comp.Sci)	TEGA(IT) Solution PVT LTD.

IQAC Coordinator

IQAC Chairman and Principal


IQAC Co-Ordinator
MGV Panchavati College of Management
and Computer Science, Panchavati, Nashik-3




Acting Principal
Panchavati College of Mgt.
& Computer Science,
Panchavati, Nashik-3.

Evidence of Placement

1 Akshay Sananse



CELEBAL
TECHNOLOGIES

hr@celebaltech.com
hr@celebaltech.com
+91 4300000
Wing A-2 1st Floor, 12th Cross Street,
JLR, Marol Ndi

STRICTLY CONFIDENTIAL

Date: 6-February-2025
Name: Akshay Sananse
Location: Pune, Maharashtra
Country: India
Joining Code: CH23/AK/DYFP/0223/606
PPD Code: CH23/AK/DYFP/1123/506

Subject: Letter of Intent ("LOI")

Dear Akshay,

By way of this LOI Celebal Technologies Private Limited ("Company") is pleased to share with you the proposed offer terms.

Proposed Confirmation Date as FTE:	1 st November, 2025
Designation:	Associate
Place of Posting:	Pune, Maharashtra
Total Compensation:	INR 6,00,000/- (Rupees Six Lakhs Only/-)

Please refer "Annexure A" for details of the remuneration and other allowances.
The formal employment letter will be issued on the Date of Joining as per Company's standard process.
The Date of Joining and Training Date may vary as per the Date of Exams.
Your appointment to employment will be based on your performance during the internship and training period, inter alia

The following are the key indicators to measure the performance:

- Attendance
- Behavior
- Attitude
- Job Knowledge
- Active Contributor in the Project
- Work Performance
- Learning and development
- Communication
- POE and R&D
- Certifications
- Team work

We look forward to have you as a part of Celebal Tech family.



2.Maya Sanjay Avhad,

Candidate ID: 4937045 /953079,

Date of Joining: 09/21/2021,

Joining Location: Mumbai,

Designation: Senior Analyst,

Dear Maya Sanjay Avhad,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Mumbai office, for joining formalities as per the address mentioned below:

Address

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



Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1. Hard copy / email copy of Cappemini offer letter shared with you
Employment Documents:
Current Employment (Immediate Previous)
 - a) Relieving letter / Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory)
 - b) Payslips for last 3 months
 - c) Form 16
 - d) Salary Account 6 months Bank Statement
 - e) Letter of appointment/Offer letter from employer which captures start date**Previous Employment**

Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day
2. **Education Documents**
 - a) 10 Marksheet and certificate.
 - b) 12th marksheet and Certificate.
 - c) Graduation Marksheets and certificate/Diploma certificate.
 - d) Post-Graduation Marksheets and degree certificate(if applicable)
 - e) Any other relevant certificate
3. **Proof of Identity/ Address**
 - a) PAN Card
 - b) AADHAR Card
 - c) PassportIn case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs
 - i) Voters Id
 - ii) Driving License
 - iii) Ration card
 - iv) Electricity Bills
 - v) Gas card
 - vi) Notarized Self Affidavit
4. Passport size photographs(6 nos)
5. **Self Employed/CO-owne/Freelancing/ Partnership employment(s)(if applicable)**
 - a) Form 16/Form 26AS
 - b) Bank statement for 6 months
 - c) Shop License
6. Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory
7. Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.



F.) Probationary Period:

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

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

H.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company.
 - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
 - c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;
 - d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
 - f. You provide two satisfactory references, one being from your most recent employer (prior to joining Cppgamini);
 - g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
 - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
 - i. Your employment shall be subjected to the below-mentioned additional terms and conditions.
 - a. You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 21-September-2021, our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - b. You will be required to clear the mandatory Entry Level Certification Training Test of the Company in the first attempt. The details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - c. As a condition of your employment with the Company, you will be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this



EMPLOYMENT OFFER LETTER

Cappemini Ref: 4937045 /953079,

09/19/2021,

Maya Sanjay Avhad
4672, Shirde Chawl, Opposite Old raghuveer Plaza, old Agra Road, Panchavati, Nashik-3,
Nashik, Maharashtra,
India

Confidential

Dear Maya Sanjay Avhad,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Cappemini Technology Services India Limited ('Cappemini' or 'Company')** starting from **09/21/2021** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Senior Analyst-A5**

B) You will be required to work at the Company's offices in location **Mumbai**

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 380,006.00 (Rupees Three Lakh Eighty Thousand and Six only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

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

Page 4 of 20



Maya Banerjee Arhadi,

Senior Analyst

Total Cost to Company (CTC).

Rs.360,000.00

Monthly Components	Per Month	Annualized
Basic	Rs. 15,000.00	Rs. 180,000.00
House Rent Allowance	Rs. 9,000.00	Rs. 108,000.00
Other Allowances and Reimbursements – 1 #	Rs. 1199	Rs. 14,388
Other Allowances and Reimbursements – 2 +	Rs. 147	Rs. 1,764
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	Rs.38,496.00	Rs. 461,952.00
Statutory payments ++		
Cappemini's contribution to PF ++	Rs. 1,800.00	Rs. 21,600.00
Gratuity (accrual only)		Rs. 8,584.00
Total Fixed Compensation		Rs.372,304.00
Total Cash Compensation		Rs.372,304.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,502.00
Cappemini contribution to ESI		Rs. 0.00
Total Cost to Company		Rs.360,000.00



You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19800.00
Books and Journals	24000.00
Professional Pursuit	180000.00
Conveyance Allowance	63,600.00

You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements – 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	80,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.



- * Employee's contribution towards PF will be made from the monthly salary. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.
- # All components under Other Allowance and Reimbursement – 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.
- + This is the maximum limit you are eligible for. You may choose any of the following optional components under 'Other Allowance & Reimbursements - 2' Non taxable components (except Meal Coupons) would be paid based on a claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

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

1. Provident Fund- You will be covered under the Cpgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.
3. ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

NOTE:

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

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

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

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



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

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

H.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company.
 - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company.
 - c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company.
 - d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
 - f. You provide two satisfactory references, one being from your most recent employer (prior to joining Caggenini).
 - g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
 - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
 - i. Your employment shall be subjected to the below-mentioned additional terms and conditions.
 - a. You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 21-September-2021, our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - b. You will be required to clear the mandatory Entry Level Certification Training Test of the Company in the first attempt. The details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - c. As a condition of your employment with the Company, you will be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this



respect including draft of such an agreement, for your review.

You fill the complete Back ground verification link given along with the welcome mail of the offer.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

1.) Your employment with the Company will also be governed by the terms and conditions of employment contained in **Annex 1** attached hereto.

2.) The Company's address for sending notice in relation to your employment is as below:

Kind Attn: Head - Human Resources

Address: Capgemini Technology Services India Limited,
Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi
Mumbai, Maharashtra 400708

Email: hremployeeservices.in@capgemini.com



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

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

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

For Caggemini Technology Services India Limited



Anilkumar Singh
Head - Talent Acquisition & Resourcing

Acceptance

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

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

Name: **Miya Sanjay Ashad**

Date: **06/19/2021**



Terms & Conditions of Employment with Caggemini Technology Services India Limited

1. CURRENT WORK LOCATION:

1.1 Caggemini Technology Services India Limited ("Caggemini" or "Company") may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

- a) one location to another; or
- b) one team/department/account/function/Business Unit to another; or
- c) one project/job to another; or
- d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisites at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such



training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

8. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

- a.) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;
- b.) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;
- c.) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and
- d.) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended.

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at anytime during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Caggemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at anytime during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.



(including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Caggenini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Caggenini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express 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.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

- a.) you are legally permitted to reside and be employed in India;
- b.) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;
- c.) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;
- d.) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;
- e.) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and



f.) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

- a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you;
- b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;
- c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;
- d) prevent the unauthorized use, dissemination or publication of such Confidential Information;
- e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;
- f) not share such Confidential Information with any third party (specifically those person who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);
- g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;
- h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and
- i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if



the information:

- a) was in your possession before receiving the same from the Company pursuant to this Letter;
- b) is or becomes a matter of public knowledge through no fault of yours; or
- c) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively **Development**) that:



- a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;
- b) results from tasks assigned to you by the Company; or
- c) results from the use of premises or personal property (whether tangible or intangible) loaned, leased or contracted for by the Company or its affiliate.

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively **Moral Rights**). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Cappemini's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee,



consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop, laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

- (i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves its right to change the retirement age.

b.) Notice Period/Termination

- (i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

- (ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).
- (iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.
- (iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.
- (v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.



- (i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/departement, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.
- (ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.
- (iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment's (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Caggemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Caggemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.



11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter alongwith its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Caggenini. The award of the Arbitrator shall be final and binding on Parties. This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.



CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____ residing at _____ do hereby provide my express consent to my employer, Caggemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC - SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra (hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:

- a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
- b) payroll processing agencies for processing my payroll (including reimbursement claims),
- c) law enforcement agencies,
- d) to comply with a judicial/quasi judicial order,
- e) auditor (including internal auditors, statutory auditors or Caggemini's clients or their auditor) for the purpose of audit,
- f) insurance companies for the purpose of group insurance, personal accident insurance etc.
- g) service providers providing services for biometric access to office premises for monitoring attendance.
- h) foreign consulates, embassies etc and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:

- a.) affiliates of the Company for administrative purposes and/or audit;
- b.) clients/prospects in relation to any staff augmentation assignments.

3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.

4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.

5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.

6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in Company's records in the event of any change.

7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:
Signature
Date:



3.Rohit Pagare











of) You will not leave the country of secondment for any purpose including holiday, tourism etc., without the prior consent of your supervisor.
Please return to us the duplicate of this letter duly signed, signifying your acceptance of the above terms and conditions.

We wish you success in the completion of your assignment.

Yours faithfully,
For TATA CONSULTANCY SERVICES


(Authorized Signatory)
Employee Name: Amar Shetye
Employee No: 130090
Designation: Regional RMG Head- Pune

I have read and understood the terms of this letter of secondment to Japan and accept the same.

Emp Name: PAARL LOHTI BUSHENO
Emp No: 2553775
Emp Signature: 

Version 1.0
Emp No. 2553775

Private & Confidential


GESS-Travel-11170428

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Laxmi Park Plot No. 2 & 3 MIDC, 332, P. O. Phoenix, H. Road, Pune 411 057 Maharashtra India
Telephone: 91 20 6794 4000 Fax: 91 20 6794 9122 web site: www.tcs.com
© Tata Consultancy Services Ltd. 2001. 11170428/01/04/03



4. Aniket Ingle

	101, Alpha 2, Giga Space IT Park, Viman Nagar, Pune- 411014.
✉ info@verificient.com 📞 744 744 7800 🌐 www.verificient.com	CIN NO U72200PN2018FTC180905

15-01-2021

Dear Aniket,

It brings us great pleasure to formally offer you the position of **"Data Analyst/ Live Proctoring"** at Verificient Solutions Pvt Ltd. A huge congratulations to you!

Your date of joining is confirmed for **Monday ,01st February 2021.**

Below are the terms of your employment:


- 1) 1.80 LPA fixed Annual CTC+ Allowances+ Performance Based Incentives
- 2) Work Location: Pune, India
- 3) Notice Period will be 2 months
- 4) Working hours will be rotational




Please Note: Other deductions as per Govt Statutory compliance.

Kindly send your acceptance of this offer and share a soft copy of the below listed documents.

- Pan Card
- Aadhar Card

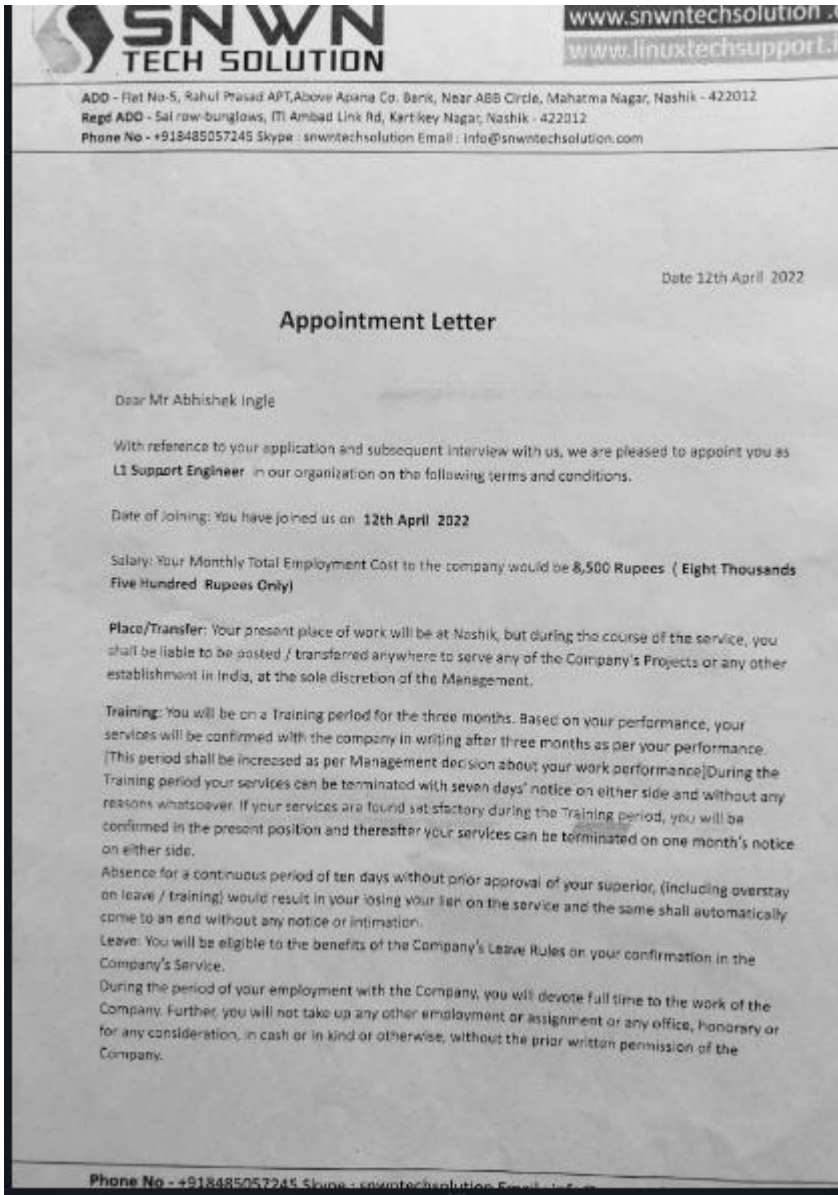
Welcome aboard! If you have questions about anything prior to your first day, don't hesitate to reach out. In hr@verificient.com

For Verificient Solutions Pvt Ltd	For Employee
	
Authorised Signatory	Aniket Kedar



5. Abhishek Ingle



6.Sukanya S. Bacchav

Ref: DGSL/NASHIK/OFFER/October'22/496

October 12, 2022

Ms. Sukanya Subhash Bachhav
Shalimar Colony, Chawl No. 1, Room No. 5,
Behind Sargam Hotel Khadegolavali Goan Vitthalwadi Kalyan East,
Thane-421306.

Dear Sukanya,

Welcome to Datamatics, the first and only Indian organization to have won the prestigious International Asia Pacific Quality Award (IAPQA) in the services category, which included IT/ITES, ERM, Insurance companies and other services organizations. This is a unique achievement in the history of the Indian IT industry, as it was won competing against hundreds of companies from 38 countries including the US, Japan, Australia, New Zealand, Israel, South Korea, Peru, Mexico, China, Russia and Canada.

For Datamatics, Quality is not just a destination but a journey in which every Datamatician contributes. We invite you to be part of this journey!

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you the role of 'EXECUTIVE' in the grade "M01" at our **NASHIK** location.

On Joining, your all-inclusive Cost to the Company (CTC) will be Rs. **208,000/-** (subject to deduction of tax and other statutory payments as may be applicable) as per Annexure A.

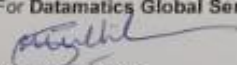
This offer is made on the basis of your having furnished to the Company information and documents in support of your age, academic qualifications, previous work experience, relieving letter from your last employer and other particulars on or before your day of joining. The Company shall conduct a background and reference check as per Company policy and this appointment is conditional upon receiving positive feedback. If at any time it is found that you have furnished false information or withheld or suppressed any material fact or information, the Company shall be entitled to forthwith terminate your employment without notice.

You are required to join the services of the Company at the earliest, but in any case, not later than **October 12, 2022**.

Please sign and return the duplicate copy of this letter as an acceptance of the offer.

Thanking you and looking forward to having you with us.

Yours truly,
For Datamatics Global Services Limited.,


Sanjay Mulikar
Associate Vice President & Head HR, Nashik

I agree and accept employment and will report for duty on _____

Signature: _____ Date: _____

DATAMATICS GLOBAL SERVICES LIMITED

Head Office: Knowledge Centre, Plot 58, Street No. 17, MIDC, Andheri (East), Mumbai - 400093, INDIA
Nashik Office: Sujoyit Datamatics Knowledge Center, Nashik Mumbai Agra Highway, Nashik - 422 009, Maharashtra, INDIA
Tel: +91 (253) 610 2222 | Fax: +91 (253) 610 2271 | CIN: L72200MH1987PLC045205 | www.datamatics.com



DATAMATICS

Employee Name	Sukanya Subhash Bachhav
Grade	M01
Designation	EXECUTIVE
Department	Life Insurance
LCS	Insurance Process Management

CTC Components	Monthly (Rs)	Annually (Rs)
A Basic Pay	12,992	155,944
B HRA	648	7,777
C Personal Allowance	19	227
D Gross Salary (A+B+C)	13,629	163,548
E Bonus	1,080	12,960
F Company's Contribution to PF	1,558	18,693
G Company's Contribution to ESIC	443	5,315
H Company's Contribution to Gratuity*	624	7,482
I Total (E+F+G+H)	3,704	44,452
Cost to Company (D+I)	17,333	208,000

*Gratuity shall be paid in accordance to the Payment of Gratuity Act, 1972.

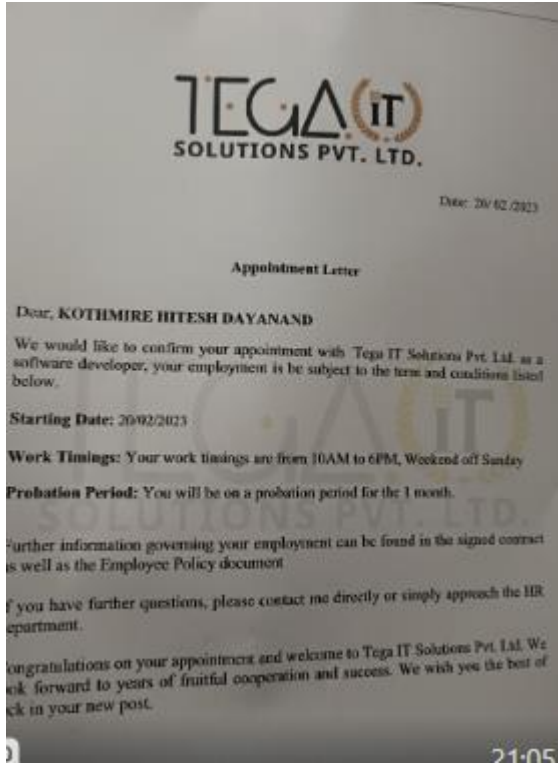
**Bonus is payable annually as per Payment of Bonus Act 1965.

Benefits:

- a) Insurance as per company policy.



7. Kothmire Hitesh



AY 2021-22

List of student Placed


Sr.No	Name of student placed/enrolling into higher education and contact details	Program graduated from	Name of student who has been placed
1	Shubham H. Pardeshi	BBA(CA)	V5 GLOBAL SERVICES PRIVATE LIMITED
2	Harshada Vilas Tidke	BBA(CA)	IDEAL INFO TECH
3	Simran Chawala	BBA(CA)	New Era English School
4	GAURI SURESH HOLKAR	BBA(CA)	Apprenticeship Training , HAL Nashik.
5	Priyanka R. nerkar	BBA(CA)	ESDS Software Solution LTD
6	Kapadnis PPIyush Bharat	BBA(CA)	Finquest
7	Mr. Vikrant Singh	BBA(CA)	CITI
8	Vishal Vishvanath Jorwar	BBA	Wipro
9	Avishkar Bacchav	Bsc(Comp.Sci)	Morton Corporation india PVT. LTD.
10	Tushar Chavan	Bsc(Comp.Sci)	

IQAC Coordinator

IQAC Chairman and Principal



IQAC Co-Ordinator
MGV Panchavati College of Management
and Computer Science, Panchavati, Nashik-3




Acting Principal
Panchavati College of Mgt.
& Computer Science,
Panchavati, Nashik-3.

Evidence of Placement

1. Shubham H. Pardeshi


A Flexipedia Company

VS GLOBAL SERVICES PRIVATE LIMITED.

11nd Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi – 110044, India
website: www.vsglobal.com. CIN-U72300DL2005PTC140952

Dear Mr Shubham Hanumansingh Pardeshi **Date: 22 Nov 2023**

Ref: Bharti Airtel Limited And Its legal Entities **Employee ID: VS333666**

- We are pleased to offer you the role of ISP Engineer - Intercity with VS Global
- **Offer Contract Period** - Your contract will commence from 25 Nov 2023 and expire on 25 Nov 2024, during which you will be deputed at our client premises, and will be bound by our rules and regulations. Your current location shall be Dhule, however the company can transfer your services to other location basis business requirement
- **Deputation** - You are deputed to **Bharti Airtel Limited And Its legal Entities** under this Contract. The terms of employment is exclusively with VS Global Services Pvt Ltd, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract. You need to adhere to all the rules & regulations of the client
- **Notice Period** - Either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof. In event of Resignation, you need to inform your Reporting Manager at the client organization, as well as to the direct employer. You will be required to mandatorily serve 30 day's of notice, failing which shall result into the deduction from the FMF. This can be waived off if separation is because of the work assignment coming to end.
- **Termination** - Client reserves the right to terminate the contact without any explanation. In case of breach of Code of Conduct, IT Security Policy, misbehavior or indiscipline etc, VS Global will have / reserve rights to terminate immediately without giving notice period.
- **Coterminous**: Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.
- **Holidays** - You will be entitled to paid holidays in a year as notified by the client organization from time to time. You shall be governed by the holiday list of the client. Same will be shared at the time on onboarding
- **Leave** - You will be entitled to paid holidays in a year as per the leave policy of the client. You can avail 30 leaves in a year out of which 15 Casual leaves are mandatory to be taken in the year & 15 are Privileged Leaves which can be carried forward. Details of this policy will be shared during onboarding.
- **Absenteeism** - You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.
- **Working Hours** - You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at VS Global within the cut-off date as mutually agreed for pay-roll processing.
- **Code of Conduct Policy** - You shall be governed by the COC Policy of the client. You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you. Please refer to the client's COC Policy for the same.
- **IT Security Policy** - You shall be governed by the IT Security Policy of the client. Any data or assets are priority of the client and should not be shared with anyone outside the organization network. You are not supposed to share any official information on your personal id. In case of any breach of the IT Security Policy of the Company/ Client, the organization shall reserve the right to initiate disciplinary action as is deemed fit against you. Please

11nd Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi – 110044, India
website: www.vsglobal.com. CIN-U72300DL2005PTC140952

1942899-22112823-269886 1



11nd Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi – 110044, India
website: www.v5global.com. CIN-U72300DL2005PTC140952

refer to the client's IT Policy for the same.

- **Dual Employment** – During your employment with us, you shall not be engaged, concerned or interested directly or indirectly in any other occupation, business or employment whatsoever (either for remuneration or on a honorary basis), and shall devote your whole time, attention and abilities exclusively to the performance of your duties and shall faithfully serve the Company and use your best endeavor to promote the interest and business thereof. In the event of above, the company shall be entitled to take appropriate action
- **Deemed cancellation of contract** - The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
 2. Experience Letter / Relieving letter
 3. Latest month pay slip
 4. Photo ID proof
 5. Address Proof
 6. 5 passport size photographs
 7. PAN card
 8. UAN Card
 9. Aadhaar Card
- **Background Verification** – We will be doing a background verification from a third party as part of your onboarding. During your employment if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked with immediate effect.

11nd Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi – 110044, India
website: www.v5global.com. CIN-U72300DL2005PTC140952



V5 GLOBAL SERVICES PRIVATE LIMITED.

11th Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi – 110044, India
website: www.v5global.com. CIN-U72300DL2005PTC140952

Annexure-A: (Work Assignment Letter)

1. As the Project work awarded to us by our Clients is only for a certain period, the Project work is extended, your association with us may be extended for such further period as may be decided by us. Hence, this contract of employment by no means be treated or construed to be of permanent in nature granting thereby to you a status of permanent employee of the Company. Your employment is governed by the contractual agreement between V5 Global Services Private Limited (V5 Global) and Bharti Airtel Limited And Its legal Entities for which your services have been engaged.
2. Since your appointment is for a specific period as state above, intimation of termination/renewal of your employment shall be given by the Company, by written notice of one month in advance before the expiry date.
3. Since your appointment is being made for a specific period as above, you will neither have any right nor a lien on the job held by you in the Company.
4. Since you are being appointed as a Fixed Term Contractual employee, you will not be eligible to claim regular employment in the Company, even if there is such a vacancy for the post held by you.
5. If however the project work awarded to us is completed before time or if is terminated for any reasons whatsoever earlier, then your services shall be automatically terminated on such earlier date.
6. Your salary is payable only through electronic payment mode such as EFT/NEFT/RTGS/ECS or account payable cheque or Airtel Payments Bank for which you have to provide relevant information at the time of joining. One month grace period shall be provided to you on reasonable ground.
7. In addition to the Monthly Salary, you will not be entitled to any other perquisites/ allowances unless given to you in writing. Your coverage under ESIC scheme, Provident Fund scheme, and Bonus Act where applicable will be as per the government regulations. Salary would be receivable on or before 10th of the subsequent month, subject to receipt of corresponding payments from our Client where you will be deployed. Any discrepancy in the salary received needs to be reported to our nearest branch within 7 days of receipt of salary after which, it will be considered as correct and further claims will not be entertained. Gratuity will be payable as per Payment of Gratuity Act, 1972. TDS will be deducted at Higher rate as per Income Tax Act, in case PAN number along with proof is not provided to nearest V5 Global Branch within 7 days of joining. Any unclaimed salary within 3 years from when it is due, will be paid to Labour Welfare Fund as per Labour Welfare Fund Act. You will be entitled to leave as per the practice followed by the client.
8. Your coverage under ESIC scheme is subject to adherence of rules & regulation of it. It is mandatory for you to submit Aadhar Card (UID) including your family, copy of your bank account's cheque leaf, registered mobile number within 3 (three) days from the date of issuance of ESIC number. In case you fail to submit the said documents within stipulated period you shall be disqualified from any claim or benefits and in no circumstances, Company shall not be held responsible for your benefits/claims etc. under ESIC scheme/benefit, further the Company shall be entitled to terminate this Work Assignment Letter forthwith without any compensation/notice.
9. You are eligible under Provident Fund scheme subject to adherence of rules & regulation of it. It is also mandatory for you to submit Aadhar Card (UID), PAN Card & Bank A/c. No. with IFSC Code, copy of your bank account's cheque leaf, registered mobile number (collectively referred as "KYC") within one month from your date of joining, if you fail to submit the KYC within stipulated period in that case as per PF norms you will not be able to withdraw or transfer or to take any benefits of PF and in that circumstances company shall not be held responsible or liable, further the Company shall be entitled to terminate this Work Assignment Letter forthwith without any compensation/notice.
10. You will be initially posted at Dhule. However based on business exigencies, you may be relocated by the Company anywhere in the Country. Since our Client undertakes contract projects, you may be required to work at different project sites, units / departments. In addition, your services may be deputed to any of our Client Companies for work pertaining to or incidental to the Client's business. You may be transferred to any of the Company's subsidiaries or affiliates pursuant to the requirements of the Company and / or its subsidiary / affiliates at the sole discretion of the Company and upon your transfer, you will be governed by the service conditions and work practices applicable to the transferee establishments.

11th Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi – 110044, India
website: www.v5global.com. CIN-U72300DL2005PTC140952



11. You will act within the framework of organizational structure and policies and directions as may be laid down by the management from time to time. During the tenure of your employment with us, you will not undertake any other employment or business activities, work or public office of payment or otherwise except with the written permission of the Management.
12. This Assignment is being offered to you upon the understanding and is conditional upon (i) the credentials, testimonials and particulars submitted by you with or in the application for work assignment being true, correct and accurate; and (ii) satisfactory verification of the background of yours by the Company in a manner as it deem fits. If at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed or the result of the background investigation and verification of documents/information is not satisfactory in the sole opinion of the Company, then notwithstanding the acceptance of the work assignment by you, the work assignment will be considered ineffective and irregular and would be liable to be terminated by the Company forthwith without notice and without payment of any compensation, whatsoever. Further your appointment will be deemed void ab initio. This termination will not affect the rights and remedies that the Company may have under any laws, rules and regulations for the time being in force.
13. It is a condition of your service to ensure secrecy and confidentiality of all documents, process and techniques of the Company and Company's Clients.
14. If you are found involved in any act which in the opinion of the Company is detrimental to the interest of their business interest, Management shall be at liberty to dispense with your services immediately and without any notice or compensation. At all time during the tenure of this Contract of employment you will be bound by any Rules & Regulations enforced by the management from time to time in relation to the conduct, discipline, leave, holidays or any other matters relating to service conditions.
15. Either Party can terminate the contract during the existence of a work assignment by providing a notice of 30 days or wages in lieu thereof. In case you fail to give the above notice, the salary in lieu of notice will be recovered from you. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against our clients. Your continuance in employment is subject to your remaining physically and mentally fit. As and when required, the Management may require you to submit yourself to medical examination by a physician of the choice of the management.
16. Notwithstanding the provisions of above, clause/s the Company shall be entitled to forthwith terminate this Agreement (without any notice period and/or compensation) by notice in writing to you or your representative upon the occurrence of any of the events mentioned below:
 - (a) in case the you are charged of any crime or offence involving moral turpitude under Applicable Law in India;
 - (b) in case of negligence or incompetence by you in the performance of his/her duties, in the Company's opinion;
 - (c) an act of proven dishonesty, misappropriation, breach of trust/confidentiality or fraud by you
 - (d) If you found engage in conduct which causes financial harm to or erodes the goodwill and reputation of the Company and/or its Affiliates and/or any of their respective officers or employees.
 - (e) If you will breach of the provisions of this Agreement or the failure to render services to the Company in accordance with the terms of this Agreement.
 - (f) If you being in a state of health which, in the opinion of the Company, adversely affects due discharge of your duties under this Agreement;
 - (g) in case of any breach by the you of any agreement, representation, warranty, or covenant set forth in this Agreement or in the Company Policy.
 - (h) in case of any adverse report coming to light from any enquiries, from references indicated by you or from the your previous employer (s), if any;
 - (i) The activities/behavior/conduct of your is considered immoral/unethical or detrimental to the interests of the Company
 - (j) if, at any time, it is found that you have concealed/suppressed particulars of any declaration, statement or information or has furnished inaccurate particulars of information (of any nature whatsoever) to the Company;
 - (k) in case of any other ground on which the Company is so entitled to dismiss you under the Company



V5 GLOBAL SERVICES PRIVATE LIMITED.

11nd Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi – 110044, India
website: www.v5global.com. CIN-U72300DL2005PTC140952

Policy or under Applicable Law

- (l) the commission of any act or omission by you which is in violation of any Applicable Laws in India; or
- (m) in case the Project, in connection with which, you have been employed by the Company, is terminated by the Project Company/client or the Company or due to completion/expiry/termination of the project/Project Closure.
- (n) In case you are absent for five consecutive days without any written approval from, the line manager/HR Department, he/she shall be treated absconding and the Company may cease your work assignment without further reference.
- (o) in case the project in connection with which you have been employed by the company is not renewed by the project company or the company on expiry of the period of contract.
- (p) in case the project continues to be assigned by the client to the company but however your appointment is not required to be renewed at the request of the client resulting in termination of your services.

It is clarified that the Company, at the time of terminating the work assignment of your on account of any of the provisions specified in Clause 19 above, shall not be obligated to provide any reasons thereof to you.

- 17. Your services are liable to be terminated on the grounds of continued ill-health in case you are incapacitated by reasons of illness, accident or any other cause to perform your duties. In the event you are found suffering from any infectious / contagious disease, the Company may at its discretion terminate your services.
- 18. In event you resign from the services of the Company, the Company reserves its right not to accept your resignation in the event any disciplinary proceedings are pending against you or if there are any commitments for completion of work or on account of exigencies of work.
- 19. Your appointment and continued employment shall be subject to your being found physically, medically and mentally fit for carrying out your work as per requirement of the Company. You are to present yourself for medical examination as and when required by the management.
- 20. You agree to defend, indemnify and hold the Company harmless from any and all claims, damages, liability and expenses on account of your failure to satisfy any of your obligations under this contract.
- 21. In addition to the terms and conditions of this appointment letter, there may be other policies and procedures that apply to your employment. The Company for the efficient and fair administration of employment and other business matters, formulates these policies and procedures. You must diligently comply with the Company's policies and procedures, as amended from time to time and notified to you.
- 22. This letter is being sent to you in duplicate, Please return duly signed as the token of acceptance this Contract of employment with the above terms and conditions.

Yours faithfully,

For V5 Global Services Private Limited



Authorised Signatory

Acceptance

I have received the Work Assignment Letter and agree to the terms and conditions contained thereto
Mr Shubham Hanumansingh Pardeshi

(Signature & Date)

11nd Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi – 110044, India
website: www.v5global.com. CIN-U72300DL2005PTC140952

1942899-22112023-269886

5





V5 GLOBAL SERVICES PRIVATE LIMITED.

11nd Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi – 110044, India
website: www.v5global.com. CIN-U72300DL2005PTC140952

Annexure-B

Letter of Engagement with our Clients/Business Partners

Dear Mr Shubham Hanumansingh Pardeshi

Date: 22 Nov 2023

Employee ID: V5333666

Offer ID: MUM22112023718499

1. V5 Global Services Private Limited (also known as "V5 Global") is involved in the business of providing services to manage key business processes of our Clients/ Business Partners. Based on your interaction with us, we wish to confirm your registration with us for the purpose of selection to perform any service ("Work Assignment") that may be required by our Clients/ Business Partners ("Customer").
2. It is understood that mere registration with V5 Global does not guarantee you any Work Assignment and is subject to selection by V5 Global and/or its Customers. V5 Global may offer to engage you to perform specific Work Assignments from time to time for any of its Customers at a specified location and you may choose to accept such offer at your discretion.
3. The terms of this letter ("Engagement Letter") shall govern your relationship with V5 Global now and in the future. Each Work Assignment will be governed by the terms of this letter and the specific Work Assignment Letter. In the event of any inconsistency, the terms of the relevant Work Assignment Letter shall govern.
4. Execution of any Work Assignment Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall:
 - I. fully perform the services, in a professional manner, at the Customer's location till the completion of the term of the Work Assignment;
 - II. during the term of the Work Assignment, render services exclusively to the Customer and such performance shall not be inconsistent with any obligation you may have to other third parties;
 - III. not engage in any conduct detrimental to the interests of the Customer or V5 Global;
 - IV. not receive any payments of any nature directly from the Customer unless agreed to by V5 Global;
 - V. not, either directly or indirectly, offer yourself for employment with the Customer, its agencies or its affiliates during the period of the Work Assignment without the prior permission of V5 Global;
 - VI. comply with the safety, health, environment and other rules and regulations of the Customer provided that you have been made aware of the same;
 - VII. report and be present at the Customer's designated location during the working hours mentioned in the applicable Work Assignment Letter;
 - VIII. extend all co-operation to the Customer's employees, consultants, representatives, etc., and do all such things as may be necessary and comply with all terms of the applicable Work Assignment Letter so as to effectively undertake the Work Assignment.
5. As consideration for the services performed during any Work Assignment, V5 Global will pay you remuneration, as per the Work Assignment Letter. V5 Global will be entitled to make deductions as per applicable law or in respect of any amounts due to V5 Global or the Customer from you. You will be reimbursed any approved expenses subject to your submitting original bills/ declarations as required by V5 Global and/or the Customer.
6. During the course of your work assignment with the Company or its affiliates, may be provided with certain equipment/gadgets (such as laptops, mobile phones etc.) to be utilized solely for the purpose of your work

11nd Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi – 110044, India
website: www.v5global.com. CIN-U72300DL2005PTC140952



- assignment (Company Belongings).The Employee acknowledges that the Company Belongings are the absolute property of the Company and further undertakes to keep the Company Belongings in mint condition as long as they remain in your possession.
7. Any intellectual property that results from work performed by the Individual under any Work Assignment Letter shall be the property of the Customer and the Individual agrees to assign/ transfer to the Customer, the worldwide, perpetual and entire right, title, and interest in all intellectual properties including all rights to obtain, register, perfect, and enforce patents, copyrights, and other intellectual property protection under any laws and conventions.
 8. All proprietary information/ material of the Customer that is made known to you during the term of the Work Assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such proprietary information/ material. You agree that all information, correspondence, documents, materials or items provided to you by the Customer or V5 Global are provided to you in trust and on lapse/ termination of the Work Assignment, you shall promptly return all such material to the Customer or V5 Global, as the case may be.
 9. You will be given and have access to Confidential Information of the Company, its Clients, its Affiliates and the Project Company. In consideration of the benefits accruing to you under this Agreement, you hereby agree that you shall:
 - (a) not, without the prior written permission of the Company, directly or indirectly disclose or cause to be disclosed any Confidential Information to any third party;
 - (b) take all steps as may be reasonably necessary to protect the integrity of the Confidential Information and to ensure against any unauthorized disclosure thereof;
 - (c) promptly inform the Company of any potential or accidental disclosure of Confidential Information and shall take all steps, together with the Company, to retrieve and protect the said Confidential Information; and
 - (d) use the Confidential Information only in connection with the work assignment for the Business
You shall continue to be bound by this clause 10 even after the expiry/termination of this Agreement.
 10. You hereby represents and warrants that, you have not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime, even though subject of a pardon, amnesty, or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding or governmental investigation pending or threatened against you.
 11. You agree that this Letter of Engagement creates no obligation on the part of either party unless you are selected for a particular Work Assignment and you execute the relevant Work Assignment. By executing this Letter of Engagement, neither do we offer you employment with V5 Global nor do you become an employee of V5 Global. The terms of this Letter of Engagement shall however govern any Work Assignments that you undertake to perform.
 12. Should you be selected to perform the Work Assignment, the nature of your relationship with V5 Global will be that of Employment/ Contract of Service for a period mentioned in the Work Assignment Letter. Upon lapse or termination of the Work Assignment, your employment with V5 Global shall stand terminated forthwith.
 13. The Company shall be entitled to forthwith terminate this Agreement (without any notice period and/or compensation) by notice in writing to you or your representative upon the occurrence of any of the events mentioned below:
 - a) in case the you are charged of any crime or offence involving moral turpitude under Applicable Law in India;
 - b) in case of negligence or incompetence by you in the performance of his/her duties, in the Company's opinion;



11ed Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi – 110044, India
website: www.v5global.com. CIN-U72300DL2005PTC140952

- c) an act of proven dishonesty, misappropriation, breach of trust/confidentiality or fraud by you
- d) If you found engage in conduct which causes financial harm to or erodes the goodwill and reputation of the Company and/or its Affiliates and/or any of their respective officers or employees.
- e) If you will breach of the provisions of this Agreement or the failure to render services to the Company in accordance with the terms of this Agreement.
- f) If you being in a state of health which, in the opinion of the Company, adversely affects due discharge of your duties under this Agreement;
- g) in case of any breach by the you of any agreement, representation, warranty, or covenant set forth in this Agreement or in the Company Policy.
- h) in case of any adverse report coming to light from any enquiries, from references indicated by you or from the your previous employer (s), if any;
- i) The activities/behavior/conduct of your is considered immoral/unethical or detrimental to the interests of the Company
- j) If, at any time, it is found that you have concealed/suppressed particulars of any declaration, statement or information or has furnished inaccurate particulars of information (of any nature whatsoever) to the Company;
- k) in case of any other ground on which the Company is so entitled to dismiss you under the Company Policy or under Applicable Law
- l) the commission of any act or omission by you which is in violation of any Applicable Laws in India; or
- m) in case the Project, in connection with which, you have been employed by the Company, is terminated by the Project Company or the Company.
- n) In case you are absent for three consecutive days without any written approval from, the line manager/HR Department, he/she shall be treated absconding and the Company may cease your work assignment without further reference.
- o) in case the project in connection with which you have been employed by the company is not renewed by the project company or the company on expiry of the period of contract.
- p) in case the project continues to be assigned by the client to the company but however your appointment is not required to be renewed at the request of the client resulting in termination of your services.
- q) It is clarified that the Company, at the time of terminating your work assignment on account of any of the events specified in Clause 13 above, shall not be obligated to provide any reasons thereof to you.

Except for the reasons stated in grounds (a) to (q) herein above, if either Party wishes to terminate the Work Assignment during its existence, the terminating Party shall provide a notice of One Month to the other Party for Work Assignments. In case you fail to give the above notice, the salary in lieu of notice will be recovered from you.

- 14. This is as per the terms laid out in the Letter of Engagement. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against our clients. Your continuance in employment is subject to your remaining physically and mentally fit.
- 15. It is mandatory to you to submit Aadhar Card (UID), PAN Card, Bank Account Details and IFSC code, copy of your bank account's cheque leaf, registered mobile number (collectively referred to as "KYC documents") within 3 (three) days of joining or till first pay month for the purposes of statutory & compliance. If you fail to submit the same within the stipulated period, the amount of Rs.500/- per month will be deducted from your salary for non-compliance of KYC for first 3 months, thereafter Rs.750/- per month will be deducted from your salary. On the receipt of KYC documents, the company shall refund you the amount deducted in your subsequent salary. Please note that, as per PF norms you shall not be able to transfer or withdraw Provident Fund (PF) contribution, till the updating of KYC documents.
- 16. Your continuance in employment is subject to your remaining physically and mentally fit. Further, as and when required, the Management may require you to submit yourself to medical examination by a physician of the choice of the management.

11ed Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi – 110044, India
website: www.v5global.com. CIN-U72300DL2005PTC140952



V5 GLOBAL SERVICES PRIVATE LIMITED.

11th Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi – 110044, India
website: www.v5global.com. CIN-U72300DL2005PTC140952

17. In case there is no Work Assignment subsisting, either party may terminate this Letter of Engagement forthwith by sending notice in writing. If a Work Assignment is subsisting, this Letter of Engagement can be terminated only co-terminus with the relevant Work Assignment as per the notice period required for termination of the Work Assignment as above.
18. Termination of this Letter of Engagement shall not affect the obligations of the parties that have been incurred prior to termination and V5 Global will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after termination/ expiry of this Letter of Engagement or the Work Assignment.
19. You agree to defend, indemnify and hold V5 Global or the Customer harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this Letter of Engagement or under the Work Assignment Letter or for misconduct, violation of any law or creation of any legal liability by you.
20. To create and maintain safe work environment, free from sexual harassment & discrimination for all employees the company has policy for prevention of sexual harassment (posh), you can reach us through email: posh@v5global.com for necessary assistance.
21. Any dispute between the Individual and V5 Global shall be referred to a sole arbitrator to be selected from a list of arbitrators nominated by V5 Global. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act, 1996, at Mumbai, India. This engagement letter shall be governed in all respects by the laws of India.
22. In addition to the terms contained herein, your relationship with V5 Global may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by V5 Global.

We request you to please sign a duplicate copy of this letter and return the same to us, indicating your acceptance of the terms mentioned herein. By signing this letter you confirm that you have read, fully understood and accepted the terms of this letter.

You can reach us through Call on Toll Free No. 1800 833 0905

Yours faithfully,

For V5 Global Services Private Limited



Authorised Signatory

Acceptance

I have received the Work Assignment Letter and agree to the terms and conditions contained thereto

Mr Shubham Hanumansingh Pardeshi

(Signature & Date)

11th Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi – 110044, India
website: www.v5global.com. CIN-U72300DL2005PTC140952



V5 GLOBAL SERVICES PRIVATE LIMITED.

11nd Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi - 110044, India
website: www.v5global.com. CIN-U72300DL2005PTC140952

Annexure: Salary Compensation**Associate Name: Mr Shubham Harumansingh Pardeshi****Role Title: ISP Engineer - Inter-city****Work Location: Dhule**

Particulars	Amount
Basic	Rs 14375/-
HRA	Rs 7188/-
Bonus	Rs 1127/-
SpclPF	Rs 0/-
Other Allowance	Rs 4110/-
Gross	Rs 26800/-
Employer ESIC	Rs 0/-
Employer PF	Rs 1800/-
Admin PF & EDLI	Rs 150/-
LWF Company	Rs 0/-
Cost to Company	Rs 28750/-
Employee PF	Rs 1800/-
Employee ESIC	Rs 0/-
Professional Tax	Rs 200/-
LWF Employee	Rs 0/-
In Hand Salary	Rs 24800/-

* Incentives, if applicable, will be paid-out over & above this, basis the performance

For V5 Global Services Private Limited



Authorised Signatory

(Signature & Date)

11nd Floor, B-1/H-5, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi - 110044, India
website: www.v5global.com. CIN-U72300DL2005PTC140952



2.Harshada Vilas Tidke



Make in India With Made in India!!!

IDEAL TECH INFO

6 Abhiruchi Building, Opp Patil Plaza, Near Saptshrungi Mandir, Vise Mala,
Collage Road, Nashik - 422 005 Contact: +91 721 980 8585
Website: - www.idealtechinfo.com E-mail: - info@idealtechinfo.com

Internship Offer Letter

Date: 8th Jan 2024

To,
Harshada Vilas Tidke

Dear Harshada,

Ideal Tech Info is pleased to offer you an educational internship opportunity as a software intern. Additionally you shall receive multiple benefits as a part of your internship program like, development of technical skills, managerial skills, time management skills, personality development, team management skill, live project development and lot more.

Your schedule of training will be approximately of 6-8 hours daily.

Your internship will conclude after completing 6 month of training.

Congratulations and welcome to the team..!

Sensorial,

Pranjal Chitte
IDEAL TECH INFO



CN102356325

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment: - IXL aash (E1212706034)
- with Telephone no. & E-mail address - AP Ocar, OcarNashik, Maharashtra
- 02559-277144
- my.aash@ltd-india.com
2. (a) Name of Apprentice (Block Letter) - GAURJI SURESH BHEKAR (A662361562)
- (b) Father's/Mother's/Sponsor's Name - Suresh Bhekar
3. Address of apprentice - Room No 244B, Skinneri Banglow, Shani Ch
owk, Skinneri Nagar Sarpur, Room No 244B,
Skinneri Banglow, Maharashtra, Nashik,
- 422013, Room No 244B, Skinneri Banglow,
Nashik, Maharashtra
4. Gender - Female
5. Date of Birth - 01-04-2002
6. (a) Whether belongs to SC/ST/OBC/Other Minority - No
- (b) Name of the Category - General
7. Educational Qualification (Highest) - ITI - NCVT
8. (a) Category of Apprenticeship - Designated
- (b) Name of the trade for which Apprentice is training - Computer Operator and Programming Assistant
9. (a) Whether Basic Training is to be provided as part of apprenticeship - No
- (b) If Basic Training is exempt - reason for exemption
- (i) Name of the Course - ITI
- (ii) Duration of Training/Course - From 2022-06-01 00:00:00 To 2023-08-31 00:00:00
- (iii) Name of the Institute - GOVT ITS SATPUR
- (iv) Name of the Sector Skill Council (if applicable) - N/A
10. Apprenticeship Training duration (Total) - 2000 Hours
- (a) Duration of Basic Training - N/A
- Period of Basic Training - N/A
- (b) Duration of On-the-Job Training - 2000 Hours
- Period of On-the-Job Training - From 16-10-2022 to 15-10-2024
- (c) Training Type - Sequential
11. Apprenticeship Training Location - Other work
- (a) Name and address of facility where Basic Training is to be provided - N/A
- (b) Name and address of the facility where On-the-Job Training is to be provided - IXL aash
Okar road
Nashik
Maharashtra
12. (a) Date of execution of contract - 19-10-2022
- (b) Age of Apprentice on the date of execution of contract - 21 years, 6 months and 17 days
13. Is the establishment opting for benefits under NPS? - Yes
*If yes, Annexure 2 to this contract will also be applicable.



4. GAURI SURESH HOLKAR

CN102356325

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

- | | | |
|---|--|---|
| 1. Name and Registered Address of Establishment: | - IONL, nasik (E52152790934) |  |
| with Telephone no. & E-mail address: | - A/P Nasik, Nasik/Nashik, Maharashtra

- 02520-277144
- ionl.nasik@ionl-india.com | |
| 2. (a) Name of Apprentice (Block Letters)
(b) Father's/Mother's /Spouse's Name | - GAURI SURESH HOLKAR (A062361595)
- Suresh Holkar | |
| 3. Address of apprentice | - Room No 2449, Shivneri Bungalow, Shani Ch
- oak, Shivneri Nagar, Solapur, Room No 2449,
- Shivneri Bungalow, Maharashtra, Nashik,
- 422012, Room No 2449, Shivneri Bungalow,
- Nashik, Maharashtra | |
| 4. Gender | - Female | |
| 5. Date of Birth | - 01-04-2003 | |
| 6. (a) Whether belongs to SC/ST/OBC/Other Minority
(b) Name of the Category | - No
- General | |
| 7. Educational Qualification (Highest) | - ITI - NCVT | |
| 8. (a) Category of Apprenticeship
(b) Name of the trade for which Apprentice is training | - Disappointed
- Computer Operator and Programming Assistant | |
| 9. (a) Whether Basic Training is to be provided as part of Apprenticeship
(b) If Basic Training is exempt - reason for exemption
(c) Name of the Course
(d) Duration of Training/Course
(e) Name of the Institute
(f) Name of the Sector Skill Council (if applicable) | - No
- ITI
- From 2022-08-01 00:00:00 To 2023-08-01 00:00:00
- GOVT ITI SATPUR
- N/A | |
| 10. Apprenticeship Training duration (Total)
(a) Duration of Basic Training
Period of Basic Training
(b) Duration of On-the-job Training
Period of On-the-job Training
(c) Training Type | - 2000 Hours
- N/A
- N/A
- 2000 Hours
- From 10-10-2023 to 15-10-2024
- Sequential | |
| 11. Apprenticeship Training Location
(a) Name and address of facility where Basic Training is to be provided.

(b) Name and address of the facility where On-the-job Training is to be provided | - Other nasik
- N/A

- IONL, nasik,
- Other nasik
- Nashik,
- Maharashtra | |
| 12. (a) Date of execution of contract
(b) Age of Apprentice on the date of execution of contract | - 19-10-2023
- 21 years, 6 months and 17 days | |
| 13. Is the establishment opting for benefits under NAPS?
*If yes, Annexure 2 to this contract will also be applicable. | - Yes | |



***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

For Non-DBT cases- Full stipend will be paid by the employer

14. Monthly stipend amount

Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of total	Government of India's share out of total (25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
1st During 1st year of training	500	500	0
2nd During 2nd year of training	500	500	0
3rd During 3rd and 4th year of training	N/A	N/A	0

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rules, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, the revised rates will apply at the minimum payable to Apprentice.

15. (a) Name and Address of Guardian in case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

16. (a) Whether Apprentice was identified through approved Third Party Aggregator : No

(b) Name of TPA (if applicable) : N/A

17. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

18. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time.

19. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

20. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure I).

21. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS), if applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian



FOR OFFICE USE ONLY

Contract Registration No. : CN1022356325
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)


Regional Director
R.D.S.O.F.
Govt. of India
DGT, MSDE
Dist. Mumbai - 400022

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)



5. Priyanka R. nerkar

ESDS SOFTWARE SOLUTION LIMITED
Registered Office: Plot No. 2-24 B-20, TDC Industrial Area,
Sector 18/1C, Gurgaon, Maharashtra 422007
Tel: +91 202 222 2222 | Email: info@esds.com


Date: 26th May 2021

To,
Priyanka Ravindra Nerkar
Room No. 104, Academic Department Building,
Savitribai Phule Mahavidyalaya,
Mumbai, Maharashtra 400007
Mumbai

Letter of Intent

Dear Priyanka Ravindra Nerkar,

We are pleased to inform you that based on your application, we are providing 3 months (commencing 01/07/2021) software trial for research purpose. Post-trial period you will be going through the university's regular admission process in which you will receive another offer from us for Rs.14,40,000/- for purchase of software for your academic requirements.

If you are not able to do the trial for 3 months and you are always not able to do it, we will be closing the trial and your software trial period. Post-trial period we will be evaluating your performance of your performance in local university you will be given a confirmation of your performance.

The offer is valid subject to adherence of the following terms and conditions during the trial and trial period:

- 1) Students should have minimum 80% attendance (upto 12th of course) in their subject respectively.
- 2) Most used software version will be updated in the next 3 months respectively.
- 3) Local support installation will be done by ESDS.
- 4) ESDS will provide a consultancy during trial period.
- 5) All ESDS products will be submitted to ESDS on or before the date.
- 6) Individual student should have a teacher approval of ESDS which should be submitted with the serial number of ESDS.

We hereby acknowledge your agreement to effect your purchase of software and your university's approval and agreement to purchase the software. We hope and expect that you will be the supporting of a long and rewarding relationship. This letter is valid as a guarantee of software for the duration of the trial period.

We welcome you to the registration and trial period. We are looking forward to a long-term association with us. Please feel free to contact Mr. Lata Thakur (Phone: +91 2022222222) for any queries or information for the software and software.

For ESDS Software Solution Limited

Authorized Signatory

Date: 26/05/2021

I have read and understand the terms and conditions of the software and I am accepting the same.

Signature: _____







6. Kapadnis Piyush Bharat

File ID: 068824C-8704-4690-AB01-075042690900



25 Apr 2023

Kapadnis Piyush Bharat

Address: Inlar, 07 Jadhav Nagar Kompur road near Radha
Krishna nearTe Satana 423102

APPOINTMENT LETTER

We are pleased to make you an offer of employment with FDST SERVICES PRIVATE LIMITED (the "Company") having office at FDST Services Pvt Ltd, 39th Cross Rd, KEB Colony, New European Palays, Jayanagara 9th Block, BTM 1st Stage, Bengaluru, Karnataka 560029

You will be employed with the Company under the terms and conditions as follows:

1. Position and Role

Data Associate

Your duties and responsibilities as a Data Associate will include (but are not limited to) the following:

- Able to follow and execute all the pre-defined checks.
- To effectively utilize the working hours and perform the assigned task within the standard baseline time.
- Maintain zero defects on all the assigned activities.
- Providing input and ideas for new collection methods and process improvement
- Contribute towards improving and updating the process documentation as required.

You shall, in addition, undertake such duties and responsibilities which the manager may assign to you from time to time. You would be reporting to the Manager(s) of the Company or to such other person as the Directors may instruct you in writing.

2. Employment and duration

- 2.1 The starting date of your employment is **May 2nd, 2023** (the "Commencement Date").
- 2.2 You will be subject to a probation period of Four (4) months from the Commencement Date ("Probation Period").
- 2.3 During the Probation Period, Company may terminate your employment without any notice in the Probation Period & after completed.

FDST SERVICES PRIVATE LIMITED

Registered office address: 1st Floor, Ashes Park Park, Plot No. 12 & 15, EPF Zone, Mysore Road, Bengaluru, Karnataka 560009
CIN: U72900KA2012PTC015147, Email: hr@fdst.com, Contact No: 0118299416



7. Mr. Vikrant Singh



Date: 22nd August 2023

To

Mr. Vikrant Singh,

LETTER OF REVISION IN GRADE AND DESIGNATION

Dear Vikrant,

We are pleased to inform you that, your designation and grade have been revised to **Software Engineer, Grade 11** effective 1st April 2023.

All other terms and conditions of your employment with the Company remain unchanged.

We look forward to your valuable contribution and wish you all the best for a rewarding career with CITI.

Please sign the duplicate copy of this letter as a token of acceptance.

For Creative IT India Private Limited

Anand Shanbhag
Chief Operating Officer

Vikrant Singh

Creative IT India Pvt. Ltd. A-Wing, 4th Floor, Reliable Tech Park, Of Thane Belapur Road, Airoli, Navi Mumbai - 400708
CIN: U72200MH2006PTC18778 ☎ (022) 6228 9800 ✉ infoindia@citi-us.com 🌐 www.citi-us.com



8. Vishal Vishvanath Jorwar



MONTRAN

Appointment Letter

This offer is made and takes effect on **09/03/2020** between MONTRAN CORPORATION (INDIA) PVT. LTD., hereinafter called "Company" and Mr. AVISHKAR BACCHAV, hereinafter called "Candidate" (Junior Support Engineer)

This offer letter shall commence on the effective date indicated above and shall continue until either party informs the other party in writing, of its decision to terminate or amend this letter giving at least One (1) Month's prior notice to the other party.

1. During the term of employment, Candidate's Duties and Responsibilities shall be as:-

1.2 Support Activities	
1	Verification of Log the system, Database & MS/MS Access
2	Application log file verification (i.e. printing logs, error logs and email logs)
3	Check the status of existing processes in the application
4	Monitor all Ouputs, open connections, users and Queue depth
5	Check all SFTP connections, SFTP Parameters in application and Generated output to SFTP location
6	Verify configured parameters in parameter maintenance screen
7	Monitoring of all MSN generation, transaction generation and Acknowledgement processing
8	DODD checker verification
9	Review all issues raised by L1 and higher and/or on-4
10	Support L1 team for Mail routing when it required
11	Full level of issue analysis for Production related issues
12	Provide support of critical issues for Production environment
13	Report of Issues, Mail WAS, IBM MQ & DB with the help of Infra team.
14	Compile DB, DMG report & submission to Bank
15	To Support L1 team for any queries or report generation raised by Bank
16	Prepare Weekly status report
17	DODD process - Review of DODD checklist prepared by L1 team and sharing with Project Manager

2. For Services rendered by Candidate, under the terms of this letter, the Company shall pay Candidate an annual sum of INR

3. The leave policy details for a year are as mentioned below:-

- Privilege Leaves: 14 Days
- Sick Leaves: 7 Days
- Casual Leaves: 7 Days

4. A Medical Insurance is provided to you over and above the Salary by the Company.

5. Candidate shall be reimbursed for all reasonable expenses incurred while providing services under this letter as long as these expenses are pre-approved by a Company Staff Member.

Montran Corporation (India) Private Limited, Office No. 1001, 50th Floor, Atlanta Centre
 Freebies, Sarawade Road, Goregaon (E), Mumbai - 400 163, Tel. No. +91-22-4917 2800
 email: hr@montran.com website: www.montran.com
 CIN Number: 1723009420213PUC245006 EDIRT - 27AAKCM054F326




MONTRAN

- As a condition of Commencement for this agreement, consultant is required to submit the following to the Company
- Proof of Address
 - Proof of Identity
1. Consultant agrees that, during his term of this letter, he shall not engage in any activities or behavior which could bring harm to the Company
 2. Consultant hereby agrees not to divulge such confidential information to any other party
 3. Consultant is retained and engaged by the Company only for the purposes and to the extent set forth in this letter, and Consultant's relationship to the Company shall be that of an independent contractor. Consultant shall not be considered an employee or representative of Company, and shall not hold himself out as being such.

Yours sincerely,

For MONTRAN CORPORATION (INDIA) PVT LTD.


Vivek Desai
Admin. Authority



I have read the above terms and condition(s) of Employment and accept the same

Name & Signature: Anilkar Dilip Borkhane 


Date: 08/02/2022 1-7-2022

IQAC Coordinator


IQAC Co-Ordinator
MGV Panchavati College of Management
and Computer Science, Panchavati, Nashik-3



IQAC Chairman and Principal


Acting Principal
Panchavati College of Mgt.
& Computer Science,
Panchavati, Nashik-3.