



Navsahyadri Education Society's Group of Institutions Faculty of Engineering

Sr.No69,70, 71, Naigaon [Nasrapur], Bhore, Pune-412213



Criterion5: Placement Data

5.2.1 Number of placement of outgoing students during the year

Sr. No.	Content	Page No.
1	Computer Engg.	1-13
2	E&TC Engg.	14-19
3	Electrical Engg.	20-36
4	Mechanical Engg	37-41
5	Civil Engg.	42-53
6	MBA	54-77

mulahi

**PRINCIPAL
Dr.M.V.Dalvi**



OL No: AM9713**Date : 08-February-2024**Dear **Saurav Kumar**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Business Development Executive** and you will be reporting to the office on **06-May-2024**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 06-May-2024Training Period : **06-May-2024 to 15-May-2024 - (Unpaid)**On the Job Training Start Date: **16-May-2024**On the Job Training End Date: **15-November-2024**

Location of Training: Bangalore

Stipend: INR **15000** Per MonthIncentives : INR **10000**Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **06-May-2024**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Date : 14 October 2022

Dear Bhargude Pratiksha Raju

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with TEACHNOOK as an Business Development Trainee.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 20 January

Training Period : 20 January 2023 to 2-February-2023

OJT Start Date: 3-February-2023

OJT End Date: 2-August-2023

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 180000 INR per month.

Pre - Placement Offer :- 4 to 6 LPA (After Completion of Training)

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on 24 January 2023

SIGNATURE: _____
(Candidate's Signature)

DATE: _____

Date : 08-February-2024

Dear DONODE PRACHI GAJANAN

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Business Development Executive and you will be reporting to the office on 06-May-2024.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 06-May-2024

Training Period : 06-May-2024 to 15-May-2024 - (Unpaid)

On the Job Training Start Date: 16-May-2024

On the Job Training End Date: 15-November-2024

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6 LPA after completion of On the Job Training Period. I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 06-May-2024.

SIGNATURE:_____

(Candidate's Signature)

Training Policy

DATE:_____

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms. ▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period) ▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes: -1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party. ▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information. ▪ You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development. ▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">● 10th standard equivalent examination.● 12th standard equivalent● Graduation● Post-graduation/Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10th/12th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____



Subject: Employment offer from TechnoLearn

Dear **GAVHANE SHUBHAM RAJENDRA**

We are pleased to offer you the position of WEB Developer at TechnoLearn.

Your annual **cost to company** is **2.5 - 3.5 LPA**. The break down of your gross salary and information specific to employee benefits can be found in Annexure A.

We would like you to start work on **19-FEB-2024** You will work with the Development team and report directly to Leader.

If you choose to accept this job offer, please sign and return this letter by **25-FEB-2024**. Once we receive your acceptance, we will provide information about onboarding and other asset details.

We are confident that you will find this offer exciting and I, on behalf of Techno Learn, assure you of a very rewarding career in our organization.

Sincerely,

TECHNOLEARN

Annexure A

Salary details

Salary component	Amount (in ₹)
Basic pay	25,000
House Rent Allowance (HRA)	13,000
Other allowance	16,000
Pension benefits	4,200
Gross monthly salary	58,200

Salary will be paid on the [last working day/first working day] of each month through [direct deposit/cheque].

Probation

You will be on probation for a period of [six months] from your joining date and will be confirmed as a full-time employee after successful completion of probation.

Salary revision

Revision to your compensation will be after [one year] from the date of joining, subject to your satisfactory completion of the probation period.

Employee benefits

The company will cover the full premium for your inclusion under the Group Health Insurance for a sum insured of ₹ xxx,xxx [amount in words].

Gratuity will be payable as per the Gratuity Act upon separation from the company, subject to completing a minimum of five years of employment.

Confidentiality

Information you have access to during your employment is confidential and proprietary information of the company. You agree not to disclose such information without prior consent from the management.

Termination

Your employment will be on an at-will basis, providing both you and the company with the flexibility to end the employment relationship at any time, with or without cause or notice.

This employment offer is subject to your successful completion of a pre-employment background check and your agreement to sign standard confidentiality agreements.

Accepted by: [Candidate name]

Signature:

Date:

OL No: TN20304

Date : 1 January 2024

Dear WAGHMODE PRASANNA DADA

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with TEACHNOOK as an Business Development Trainee.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 24 January 2024

Training Period : 24 January 2024 to 2-February-2024 - (Unpaid)

OJT Start Date: 3-February-2024

OJT End Date: 2-August-2024

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 180000 INR per month.

Pre - Placement Offer :- 4 to 6 LPA (After Completion of Training)

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on 24 January 2024.

SIGNATURE:_____

(Candidate's Signature)

DATE:_____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off (On a weekday).
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons, you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____
(Candidate's Signature)

DATE: _____

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1colouredcopyofOfferLetter.
- SSLC(XStd)MarksCard&12thMarksCard.
- Degree/Diploma/Highestqualificationcertificatealongwithmarkscard(anysemester).
- 2passportsizephotographs.
- PANCard,VoterID&DrivingLicenceScannedCopy.
- BankAccountDetails:BankName,YourNameasperBankrecords,AccountNumber,IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____
(Candidate's Signature)

DATE: _____



Date: 10/04/2023

Service Certificate

This is to certify that Ms. Shalini, P.No: 00743803 has been an active employee of Tata Motors Passenger Vehicles Limited from 11 Oct 22 to 10 Apr 23.

Ms. Shalini had left our organization due to Completion of CONTRACT PERIOD. At the time of leaving our organization, her designation was Diploma Line Engg Tr CAR - ESTABLISHMENT at PV-Chikhali Pune Plant location.

Employee's Universal Account Number during her employment at Tata Motors Passenger Vehicles Ltd was 101879114642

We wish Ms. Shalini the very best for future endeavours.

For Tata Motors Passenger Vehicles Limited,

Abhishek Thigale
Senior Manager,
Employee Relations.

TATA MOTORS PASSENGER VEHICLES LIMITED

A subsidiary of **Tata Motors Limited**

(Formerly known as TML Business Analytics Services Limited)

Floor 3 4 Plot 18 Nanavati Mahalaya Mudhana Shetty Marg BSE Fort Mumbai 400001

Tel 91 22 6665 8282 email tmpvl@tatamotors.com www.tatamotors.com CIN U72900MH2020PLC339230

Letter of Initial Offer

Date : 15/05/2022

Ms Vishwdipa Ganesh Holkar

Pune.

Dear Vishwdipa

Welcome to INITIATIVE ENGINEERING

It gives us great pleasure to offer the role of Asst. Engineer, for which you interviewed with us.


This job, as explained to you, is in the TECHNICAL Grade B of our company. The compensation and other benefits that you would be entitled to are stated in the enclosure to this letter. We request you to go through the same and return the enclosed duplicate copy of this letter in acceptance of the same.

Accordingly, we will arrange to issue to you a detailed letter of appointment on the date of your joining us, which we agreed between us will be any day on or before 31/05/2022.

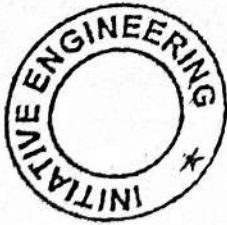
We look forward to you joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

Kind Regards



Initiative Engineering
Manager





P. P. ENTERPRISES

All types of Labour Supply

S. No. 10/1, Parwati Square, B Wing, First Floor, Flat No. 103,
NDA Road, Deshmukhwadi, Shivane, Pune - 411023 (Mah.)

Phone: 9822 20 4912, Ph: 20 6500 4912
Email: rameshpawar4912@yahoo.com
GSTIN: 27ALRPP9423A1ZV

24-Jan-2023.

To,
Ms. Pratiksha Gaikwad

SUB- APPOINTMENT AS A PRODUCTION DEPARTMENT

Dear Ms. Pratiksha

With reference to your application and the subsequent interview you had with our client, we are pleased to appoint you for **Testing Engineer in production** department at our client **Accolade Electronics Pvt Ltd, Shivane, Pune** on the following terms and conditions contained in this letter and the Annexure-I attached herewith:

- 1. Date of joining :**
This appointment will be effective from the date of your joining i.e. with effect from **24-Jan-2023**.
- 2. Remuneration:**
During training, your remuneration will be as per **Minimum Wages Act (Maharashtra State)** in semi-Skilled category (remuneration structure is attached herewith).
- 3. Termination :**
During the period of your training of one year, our client reserves the right to terminate your training at any time without any notice in case your progress is not satisfactory.
- 4. Placement & Transfer :**
Based on the functional requirements, you will be transferred to any other department and/ or location with due intimation to you in writing.
- 5. Working Hours :**
You will abide by shift or duty hours that may be fixed in your case from time to time by the client as per laws of land.
One-month notice period is mandatory.
- 6. General**





P. P. ENTERPRISES

All types of Labour Supply

S. No. 10/1, Parwati Square, B Wing, First Floor, Flat No. 103,
NDA Road, Deshmukhwadi, Shivane, Pune - 411023 (Mah.)

- i. You will abide by the Standing Orders and/ or Regulations applicable to you, which are in force for the time being or may be framed from time to time.
- ii. You will not divulge to any unauthorized person/s any of this Company's trade secrets or affairs.
- iii. You will be required to undergo a medical examination with the Doctor for medical fitness. You will submit fitness certificate medically certified by qualified practitioner (MBBS or above).

You are requested to communicate your acceptance of the above terms and conditions, and report on date of joining at our client's address mentioned below.

You are also requested to bring 3 photographs and photocopies of certificates in support of your educational qualification, date of birth, and relevant documents required for employment purpose.

We once again welcome you, and look forward to your commitment and dedication. We wish you a fulfilling and successful career.

For P P Enterprises.

R. P. Pawar

Ramesh Pawar



Client's address

Accolade Electronics Pvt Ltd, Pune.
Accurate House, Sr. No. 78/1, Dangat Industrial Estate, Shivane, Pune
(Near Hindusthan Bakery, NDA Road)



Date:20/06/2022



To,

Sunil jaysing kamble

At Post manwad Taluka- gadhinglaj District-kolhapur, Maharashtra, 416506

Subject: Revise Offer of Appointment: Production Department

Dear Sunil,

This is with regard to your Interview, Technical test and the subsequent discussion you had with us.

We are pleased to make you an offer of appointment for soldring in our Factory, as per mutually agreed terms, to be based at Sinhgad Road, Pune. A detailed letter of appointment will be issued to you on 01/07/2022. You can collect the same on 01 July 2022. Should this offer be acceptable to you, kindly send back duplicate copy of this letter, duly signed, mentioning thereon "Accepted" as to reach us by 26/06/2022.

We would expect you to join on 01 July 2022, subject to your meeting the requirement. In the event of your not joining by then, this offer shall automatically stand withdrawn and cancelled and you have to pay one month Gross Salary as noncompliance to this offer.

Please bring the list of documents as mentioned in Annexure-I at the time of joining.

For Fevino Industries LLP



Minilec (India) Pvt. Ltd.

S. No. 1073/1,2,3 Mutha Road, Pirangoot, Taluka-Mulshi, Pune-412 115, (India)

Tel. : +91 - 20 - 22922354 - 55/ 67920100

City Office : Shop No 9 & 10, Laxman Villa Apartment, Near Jahangir Hospital (formaly Jog),

Kothrud, Pune - 411038. Tel.: +91-20-25431450

CIN No. U51999PN1992PTC065054

No.F-10/051754/1102

Date: 28/03/2022

minilec®

To,
Name : Ms. Neelima Ramchandra Patil
Designation : QC Engineer

Employee No. : 051754
Grade : PE-5

Subject: Confirmation with Revision in salary structure.

Based on your performance appraisal, your services are confirmed. Management is pleased to upgrade your existing grade PE-6 To PE-5 & salary structure with an increment of Rs. 1800/- w.e.f. 1st March 2022.
Your revised salary structure is as follows.

		Monthly Earnings	Annual Earnings
A)	BASIC SALARY COMPONENTS		
	Basic	Rs. 8073	96876
	HRA	Rs. 3229	38748
	Assignment Allowance/FBA	Rs. 1828	21936
	Advanced Bonus	Rs. 1400	16800
	Total A	Rs. 14530	174360
B)	STATUTORY EMPLOYER CONTRIBUTIONS		
	Employer PF Contribution	Rs. 1188	14256
	Employer ESIC Contribution	Rs. 427	5124
	Gratuity	Rs. 388	4656
	Total B	Rs. 2003	24036
C)	TOTAL EARNING (A+B)		
	Daily Commute Bus Expense	Rs. 1710	20520
D)	COST TO COMPANY		
		Rs. 18243	218916

		Monthly Deductions	Annual Deductions
E)	EMPLOYEE STATUTORY DEDUCTIONS		
	PF Employee	Rs. 1188	14256
	ESIC Employee	Rs. 98	1176
	Profession Tax	Rs. 200	2500
	Income Tax	Rs. As Applicable	
	Total Deductions	Rs. 1486	17932

Attendance Bonus has been merged in your salary structure due to change in Grade.

All other terms & conditions of your employment as per your appointment order will however remain unchanged, except clause no - 09 , which is now revised to a one-month notice or pay in lieu thereof, applicable to either sides.

We appreciate your efforts and hope that you will continue with the same zeal and enthusiasm in the organization.

Thanking you,
For Minilec (India) Pvt. Ltd.


A.Y. Ghaisas
Managing Director
jdt



Appointment Acceptance - I have read, understood and accept the above-mentioned terms and conditions.

Name: Ms. Neelam Ramchandra Patil

Signature

Regional Offices :

Mumbai: Gala No. 201, 2nd Floor, Bharat Ind Estate, S. No. 227, Near Shangreela Factory, L. B. S. Marg, Bhandup (W), Mumbai - 400 078, Tel. : (022) 25985141 Fax : 25966260 / 62366599 Email : mumbai@minilecgroup.com

Delhi: 107, Sanrat Bhawan, Ranjit Nagar, Commercial Complex, New Delhi - 110 008. (India) Tel. : + 91-11-25894732, 25894734 Email : delhi@minilecgroup.com

Bangalore: 408, "A" Wing, Mittal Tower, M.G. Road, Bengaluru-560 001 (India) Tel. : +91-80-2558 1273/25584744/8199 + 91-80-42106852 Email : bangalore@minilecgroup.com

Kolkata: 30 B, Suhasini Ganguly Sarani, 2nd Floor, Bhawanipur, Kolkata - 700 025 (India) Tel. : + 91-33-24867418 Fax : + 91-33-24867418 E-mail : kolkata@minilecgroup.com



12th December 2023

To,
Abhay Sanjay Chaudhary
FV 32+362, Lane No. 3,
Shriram Nagar, Dhankawadi,
Pune 411046

Sub: **Offer of Employment**

Dear Abhay,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you employment as '**Engineer – After Sales**' in our Company on the following terms & conditions.

1. You will be based at **Ranjhe Factory**. However, your services are liable to be transferred to any of our offices/unit/places anywhere in India.
2. You will be on probation for a period of six months from the date of your joining. During For probation, the notice period will be 2 months.
3. Your annual emoluments on joining will be as per the annexure.
4. This offer and its continuance are subject to:
 - a. Verification of your educational records (mark sheets/ certificates) ets., relieving letter and experience certificate from your previous organization.
 - b. Verification of references furnished by you.
 - c. Verification of salary slip with bank account statements furnished by you.
5. For termination of employment during the Probation period you will be given at least seven days prior written notice from the organization.

If the above offer is acceptable to you, please sign the duplicate copy as acceptance of employment.

Please join on or before 15th January 2024 at 08:30 am and meet the undersigned at the address below.

KraftPowercon India Ltd.
Gat No. 105, Village Ranjhe,
Shivapur-Kondanpur road,
Tal. Bhor, Dist. Pune - 412205

Best Wishes,
For KraftPowercon India Ltd.



Suraksha Giri
Deputy Manager – HR & Admin





Annexure

Name :- Abhay Sanjay Chaudhary

Designation:- Engineer – After Sales

Reporting to : Dy Manager – After Sales

Compensation Components	Salary Structure	
	P.M	P.A
Basic Salary		
Basic Salary	15833	189996
TOTAL BASIC SALARY	15833	189996
HRA	6333	75996
Conveyance	1000	12000
Medical Allow	1500	18000
Attire	900	10800
Book	600	7200
Education Allow	200	2400
Special Allow	656	7872
TOTAL ALLOWANCES	11189	134268
Gross Salary (A)	27022	324264
OTHER BENEFITS		
Company Provident Fund	1800	21600
Gratuity	762	9139
BONUS	2083	25000
TOTAL (B)	4645	55739
COST TO COMPANY (C=A+B)	31667	380003

Notes: -

Deductions:

Professional Tax (Rs 200 PM)

Provident Fund (Rs. 1800 PM)

Bus Deduction (Rs. 400 PM) if bus facility availed

Income Tax (as per tax bracket).

Benefits:

Hospitalization Insurance: KraftPowercon offers you an annual coverage of INR 300000/-. For yourself.

You will be covered under the GPA policy for 20 lakhs.





APPOINTMENT LETTER

April 20, 2024

Dear Wasnik Nayan Raju,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and on boarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I**DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Harshada Rajpure, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Wasnik Nayan Raju

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

- I. The special bonus is subject to:
 - a. you being "active" in the services of the company through to retention date as applicable
 - b. your employment has not been terminated for poor performance or for cause prior to retention date
 - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
- VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

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

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Accept Decline

Signature WASNIK NAYAN RAJU 20/4/2024 7:12 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

23235881



Offer Letter

Date : Tuesday, December 26, 2023
Dear CHAVAN DHIRAJ JAYWANT,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of Business Development Associate-Inside Sales at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the Inside Sales function subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation, probation and notice periods. As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns. Your date of joining at BYJU'S is Thursday, January 4, 2024. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to Thursday, January 4, 2024, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.*

Position Details and Compensation Overview

Designation	Business Development Associate - Inside Sales
Department	Inside Sales
Employment Type	LPL - Regular
Work Location	Summer Court, 1st and 3rd Floor Magarpatta City, next to Seasons Mall, Pune - 411028

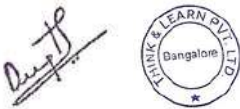
Fixed Compensation: ₹ 320,000.00 per annum
Variable Compensation: Up to ₹ 300,000.00
Total Annual Cost to Company: ₹ 620,000.00

Joining Bonus: In addition to the fixed compensation, you are entitled to receive a joining bonus of INR 0.00. If your joining date is on or before the 24th of the month, the bonus will be released with your first month's salary. However, for those joining after the 24th, the bonus will be disbursed in the subsequent month's salary. To qualify for the bonus payout, it is important that you maintain an active employment status without serving notice, being inactive, resigned, terminated, or on garden leave during the payroll day, which occurs on the 1st of the month. *This clause is applicable only if the Joining Bonus component in the above structure is non-zero.*

You are requested to join the services of the Company not later than Thursday, January 4, 2024, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head – Human Resources
Think & Learn Pvt. Ltd

Terms & Conditions

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.
2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:
 - Provident Fund
 - Income tax deducted at source at the rates applicable
 - Employment/Professional taxes
 - Dues to the company including loans and advances
 - Or any other applicable statutory deductions
3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of payout. More details will be mentioned on the appointment letter which shall be shared upon joining.
4. Benefits – All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits, eligibility and related policies will be available on the HR Portal after the onboarding formalities are completed.

- Leaves
- Employee Medical Insurance/ESIC (As applicable)
- Employee Personal Accidental Insurance
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Gratuity, as per government rules

5. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

Probation – On joining the Company you shall be on probation for 90 days. During this period, your employment may be terminated by giving you a notice of 1 days. You are also at liberty to resign from the services of the Company by giving 1 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of joining, you will not be entitled to receive an experience letter from the company.

7. Separation and Notice Period – Subsequent to completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 15 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company. The Company will be entitled to terminate your services by giving you 15 days of notice in writing, or by payment of 15 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 15 days of notice in writing or 15 days of salary in lieu of such notice. In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, wilful misconduct, criminal offenses -alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

8. The detailed breakup of CTC will be shared in your appointment letter.

9. Anti-disparagement: During the term of engagement/ employment and at all times thereafter,

(i) The Employee shall not, directly or indirectly, in any capacity or manner, make, express, transmit, speak, write, verbalize, or otherwise communicate in

any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing) any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that may reasonably be construed to be derogatory, disparaging, denigrating, maligning or critical of, or negative towards the Company or the business or business relationships of the Company or any shareholder, or any of their affiliates, investors, employees, directors, agents, or partners including business partners;

(ii) The Employee shall not assist, or cooperate with, any other person in committing any act, which, if committed by the Employee, would constitute a violation of this clause; and

(iii) The Employee shall not do or cause to be done any act, deed or thing which would affect the Employee's obligations to the Company and shall promptly inform and keep informed the Company of any act, deed, thing or event which would prejudicially affect the interests of the Company. Any violation to the provision will lead to legal/disciplinary action.

WIPRO PARI PRIVATE LIMITED

(Formerly known as Precision Automation and Robotics India Limited)

Gat No. 463/A/2/8 to 463/A/2/11, 463/A/2/15 & 463/A/2/18,
Village Dhangarwadi Tal. Khandala, Dist. Satara - 41280.
Maharashtra, India.



Apprenticeship ID Card

Name : Parvez Ansari
ID Number : 01081626
Trade : BE Electrical
Contact No. : 9028768952
Report To : Dawlatnasa Mamik
Work Location / Site Name : PA



BU
Signature of Issuing Authority



TM4

TM00271

Jyoti
Lagad



SEINUMERO NIRMAN PVT. LTD.



CORPORATE OFFICE / Plant 1 : Plot No: 6, 7 & 8, Gat Number 207, Shindewadi, Taluka - Bhor,
District - Pune - 412205
Plant 2 : Gat No: 659/1, 659/2 & 660, Gogalwadi, Taluka - Haveli, District - Pune - 412205
CIN : U31909MH1997PTC106996, GST No. : 27AABCP7335H1ZC,
Telephone No. : 7410072713, Web. : www.seinumero.net



Ref: SNPL / P&A / Offer

30th April 2024

To,
CHORGHADE NAVNATH DILIP

Subject : Offer Letter

Dear Mr. NAVNATH

This has reference to your resume and subsequent interview you had with us and acceptance of our Salary Offer. We are pleased to offer you an appointment in our organization as "Technician - QA " for Our Shindewadi Plant. Please note that this offer is given in good faith and is not to be used for negotiating with your existing employer or any other prospective employer.

1. The salary (CTC) has been decided during the interview and accepted by you.
2. You are requested to join our organization positively by **25th May 2024** **OR as early as possible**. Please confirm your date of joining by Email.
3. Please bring the below documents at the time of joining:-
 1. Passport Size color photos (06 Nos).
 2. Xerox copies of Certificates of Qualifications and Service Certificates, School Leaving Certificate, Adhar Card, PAN Card, Passport Xerox, Bank Cancelled Cheque etc.
 3. Previous UAN (Provident Fund Number).

We welcome you to be the part of Seinumero Team.

Thanking you,

Yours faithfully,
For Seinumero Nirman Pvt Ltd.


30-4-24
Shashikant Joshi
Manager - HR & Admin.



To,

DALVI SIDDHESH SURYAKANT

Mechanical Division

Rawat Brothers, Pune

RAWAT
Furniture at its best

Subject: Joining as assistant engineer .

Sir,

With reference to your office order Memo no.APSCL/EST-5/2011/2081 dated 26th November, 2023 , I am joining as assistant engineer in mechanical maintenance division,CCPP.

I therefore pray and hope that you would be kind enough to accept my joining letter.

Sincerely yours,



Md.Tawfiqur Rahman



VALVES & CONTROLS

A WOM group company

To,

KUMBHARKAR SUSHANT LAXMAN

Mechanical Division

WOM, Velu, Pune

Subject: Joining as assistant engineer .

Sir,

With reference to your office order Memo no.APSCL/EST-5/2011/2081 dated 26th November, 2023 , I am joining as assistant engineer in mechanical division,CCPP.

I therefore pray and hope that you would be kind enough to accept my joining letter.

Sincerely yours,

Md.Tawfiqur Rahman

SEINUMERO NIRMAN PVT. LTD.



CORPORATE OFFICE / Plant 1 : Plot No: 6, 7 & 8, Gat Number 207, Shindewadi, Taluka - Bhor,
District - Pune - 412205
Plant 2 : Gat No: 659/1, 659/2 & 660, Gogalwadi, Taluka - Haveli, District - Pune - 412205
CIN : U31909MH1997PTC106996, GST No. : 27AABCP7335H1ZC,
Telephone No. : 7410072713, Web. : www.seinumero.net



Ref: SNPL / P&A / Offer

30th April 2024

To,
PITEKAR AMOL MACHINDRA

Subject : Offer Letter

Dear Mr. AMOL

This has reference to your resume and subsequent interview you had with us and acceptance of our Salary Offer. We are pleased to offer you an appointment in our organization as "Technician - QA " for Our Shindewadi Plant. Please note that this offer is given in good faith and is not to be used for negotiating with your existing employer or any other prospective employer.

1. The salary (CTC) has been decided during the interview and accepted by you.
2. You are requested to join our organization positively by **25th May 2024** **OR as early as possible.** Please confirm your date of joining by Email.
3. Please bring the below documents at the time of joining:-
 1. Passport Size color photos (06 Nos).
 2. Xerox copies of Certificates of Qualifications and Service Certificates, School Leaving Certificate, Adhar Card, PAN Card, Passport Xerox, Bank Cancelled Cheque etc.
 3. Previous UAN (Provident Fund Number).

We welcome you to be the part of Seinumero Team.

Thanking you,

Yours faithfully,
For Seinumero Nirman Pvt Ltd.


30-4-24
Shashikant Joshi
Manager - HR & Admin.





Offer cum Appointment Letter

Ref: OL/ 2023

Date: 22/10/2023

To,
Mr. LAVHALE PRASHANT RAMESH
Mechanical Engineering Dept

Dear PRASHANT

With reference to the recruitment process conducted on 11/09/2023, we are pleased to issue this offer cum Appointment Letter for the position of Trainee Engineer at Pune, India. The Terms & Conditions set forth hereinbelow.

1. Consolidated Salary Rs. 20,000/- per month.
2. You shall be on Probation for period of three months from the date of joining.
3. Hours of work: Eight working hours with six days a week.
4. Place: Pune.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter within two weeks.

A handwritten signature in blue ink, appearing to be 'A.R.', is placed over a grey rectangular background.

GE Aviation, Pune

Managing Director (Technology)



Corporate Identification Number (CIN) : L24220MH1945PLC004598
For Shares related queries, email to investor.relations@asianpaints.com
For Customer queries/complaints/Dealership enquiries,
email to customercare@asianpaints.com
For HR related queries, email to careers@asianpaints.com
For Media related queries, e-mail to proffice@asianpaints.com

Asian Paints Limited
Plot No. A1, MIDC,
Khandala Industrial Area,
Taluka - Khandala,
Dist. - Satara, Pin: 412802
Tel. No - 02169 306000
www.asianpaints.com

Date: 11th February 2021

Name – Mr. Gaurav Tanaji Kumbhar

Address – Asian Paints Limited

Plot No. A-1, MIDC,
Khandala Industrial Area,
Taluka-Khandala,
Dist-Satara, Maharashtra-412802

Dear Mr. Gaurav Tanaji Kumbhar

We are pleased to inform you that we are making an offer of appointment to you, and are outlining herewith various aspects in relation to your employment with us.

DESIGNATION : OFFICER I - PLANT ENGINEERING
GRADE : TECH.OFFR/CHEMISTS/LEVEL I (C/CH)
JOINING LOCATION : Khandala

PERIOD OF PROBATION

You will have a period of probation which is Six months, starting from the date of joining. This period may be extended to another three months based on your performance during the probation period, as assessed by the management. It is an express condition of service that unless you are confirmed in writing at the end of six months, or nine months in case of extension, your services will stand automatically terminated.

RESIGNATION / TERMINATION OF SERVICES

During probation, the contract of service may be terminated by either party by giving 15 days notice or 15 days basic salary in lieu of such notice. Upon confirmation, the contract of service may be terminated by either party by giving one months' notice in writing or basic salary in lieu of such notice.



Corporate Identification Number (CIN) : L24220MH1945PLC004598
For Shares related queries, email to investor.relations@asianpaints.com
For Customer queries/complaints/Dealership enquiries,
email to customercare@asianpaints.com
For HR related queries, email to careers@asianpaints.com
For Media related queries, e-mail to proffice@asianpaints.com

Asian Paints Limited
Plot No. A1, MIDC,
Khandala Industrial Area,
Taluka - Khandala,
Dist. - Satara, Pin:412802
Tel. No - 02169 306000
www.asianpaints.com

In the unlikely event of cessation of employment due to any reason whatsoever within twenty-four months from the date of joining, any notice pay buyout assistance if any provided by the company at the time of joining along with the applicable tax, would be recovered from the employee at the time of full and final settlement.

An employee who absents himself / herself without prior permission from duty for more than 10 consecutive days shall be deemed to have left the services of the company on his own accord. In such a scenario, the employee will be considered as terminated, and exit formalities will be initiated.

POSTING AND FUTURE TRANSFER

It should be noted that you may be posted at/ transferred to any other establishment of the company, at the sole discretion of the management. Such establishment may be outside the city or state of your immediate or subsequent posting/s and could be at any plant, branch depot or office, existing or new. Save as may be provided for, you shall not be entitled to any monetary benefit or compensation solely by virtue of such transfer.

TIMINGS

You will observe the timings prevalent in the establishment or establishments where your services are made use of.

MEDICAL FITNESS

Your probationary appointment, confirmation as well as continued employment in the services of the company are subject to medical fitness to be certified by the Company's Medical Consultant.

BACKGROUND VERIFICATION CHECK

Your probationary appointment, confirmation as well as continued employment in the services of the company are subject to clearance of background verification check done by the Company.

RETIREMENT

You will retire from the services of the company on attaining the age of 58 years.

AX



Corporate Identification Number (CIN) : L24220MH1945PLC004598
For Shares related queries, email to investor.relations@asianpaints.com
For Customer queries/complaints/Dealership enquiries,
email to customercare@asianpaints.com
For HR related queries, email to careers@asianpaints.com
For Media related queries, e-mail to proffice@asianpaints.com

Asian Paints Limited
Plot No. A1, MIDC,
Khandala Industrial Area,
Taluka - Khandala,
Dist. - Satara, Pin: 412802
Tel. No - 02169 306000
www.asianpaints.com

DISCIPLINE

1. It is an express condition of services that you shall wholly devote your time to the Company's business. Attending to or pursuing in any other way, during the office hours, any personal or private business unconnected with your employment in this Company or engaging in any part time business, allied, connected or incidental to the Company's business is strictly forbidden.
2. Occupation in any part time service of a remunerative character requires the prior consent of the management. Pursuit of any vocation of this nature detrimental to the efficient discharge of your duties shall be considered inconsistent with the terms of your tenure in this Company.
3. All formal academic pursuits like attendance at colleges, courses, etc. shall require the prior written consent of the Management. The Management will treat any breach of this condition as misconduct liable to disciplinary action which may inter alia include dismissal.
4. You shall be governed by and shall be subject to the code of conduct and such other rules, regulations and guidelines applicable to your category of employees and as prevailing at the time of your joining or as subsequently modified or amended or replaced and in force from time to time.

GENERAL PROVISIONS OF EMPLOYMENT

1. You shall not, during the continuance of your employment with the Company, or at any time thereafter, disclose to any individual, firm, company, or body corporate, or authority any information or knowledge with regard to the business, dealings, activities, trade secrets, transactions or affairs ("Proprietary and Confidential Information") of the Company or its associated or subsidiary companies, except as, may be required in connection with your employment hereunder or as may be consented to by the Company in writing. The term "Proprietary and Confidential Information" shall without limitation include any know how, formulae, any technical, financial, statistical, marketing, designs, layouts, graphics, product information, competitors data, pricelist, vendor data, vendors list, dealers data, or any other data or information of the Company whether expressly designated as confidential or not. This obligation shall survive termination of your services by any means whatsoever.
2. You shall not, after the termination of your employment with the Company, use in any manner whatsoever on behalf of yourself or any other individual, firm, company or body corporate, your knowledge of or influence over or contact with any of the customers,

A handwritten signature in black ink, appearing to be 'S. X.', located at the bottom right of the page.



Corporate Identification Number (CIN) : L24220MH1945PLC004598
For Shares related queries, email to investor.relations@asianpaints.com
For Customer queries/complaints/Dealership enquiries,
email to customer care@asianpaints.com
For HR related queries, email to careers@asianpaints.com
For Media related queries, e-mail to proffice@asianpaints.com

Asian Paints Limited
Plot No. A1, MIDC,
Khandala Industrial Area,
Taluka - Khandala,
Dist. - Satara, Pin: 412802
Tel. No - 02169 306000
www.asianpaints.com

suppliers or contractors of the Company, or its associated or subsidiary companies or utilize any information which may have been obtained by you during your employment with the Company.

3. In the event you invent, acquire or patent a product whether then manufactured by the Company or not, or is associated with a product or process invented or acquired by the Company during the course of your employment with the Company, all the rights to exploit such invention during the term of the patent and its renewals without payment or royalty shall vest with and be vested solely in the Company as if such invention is and/or was a property of the Company and you shall execute all required documents, and agreements and shall do all things necessary for this purpose both during the continuance of your employment or at any time thereafter. The patent for such invention shall be taken in the name of the Company or its nominee/s. The Company shall have all rights without any interruption to exploit the patent and to grant licenses to any person, firm or company on such terms and for such period as the Company as the employer may consider necessary.
4. All works executed by you in the course of discharging your assigned duties and the intellectual properties subsisting therein, shall remain the sole property of the Company and the same shall constitute "works made for hire".
5. You shall not without the previous consent of the Company in writing, at any time during the continuance of your employment or thereafter, publish or cause to be published any book, booklet, leaflet, brochure, or pamphlet or contribute any article or review to any newspaper, magazine or other publication, whether for remuneration or otherwise where such publication concerns your area of work activity with the Company.
6. In the event of any dispute or difference, the same shall be referred to the Court of appropriate jurisdiction. The Courts in Mumbai shall have exclusive jurisdiction to try these disputes to the exclusion of any other Court in Mumbai.
7. The laws governing this contract of employment shall be Indian laws.

A handwritten signature in black ink, appearing to be 'S. X.', located in the bottom right corner of the page.



Corporate Identification Number (CIN) : L24220MH1945PLC004598
For Shares related queries, email to investor.relations@asianpaints.com
For Customer queries/complaints/Dealership enquiries,
email to customercare@asianpaints.com
For HR related queries, email to careers@asianpaints.com
For Media related queries, e-mail to proffice@asianpaints.com

Asian Paints Limited
Plot No. A1, MIDC,
Khandala Industrial Area,
Taluka - Khandala,
Dist. - Satara, Pin: 412802
Tel. No - 02169 306000
www.asianpaints.com

The salary details applicable to you will be :-

Headings	Salary while on Probation	Salary on Confirmation in the service
Basic	18000	18000
HRA	8500	8500
Education Allowance	800	800
Consolidated Allowance	15560	15560
PF	2160	2160
Gratuity	866	866
Total	45886	45886
LTA	8400	8400
Bonus	34000	34000
CTC Annual	593,030	593,030

*As paid out for FY 2019-20 in the month of April 2020

A list indicating the privileges, benefits and the terms and conditions governing your services is enclosed in the annexure given. The general provisions governing the employment shall be as per the annexure to this letter. In addition to the same, the policies and circulars of the company shall govern you as may be issued from time to time.

If the above terms and conditions are acceptable to you, then please sign below at the place provided and share a copy of this letter with the HR team. The same shall then constitute a valid and binding contract of employment.

We take this opportunity to welcome you to our organization and trust your association with us will be mutually beneficial.

Yours truly,
For Asian Paints Limited

Vaibhav Vijay Dikshit
General Works Manager
Khandala Plant

Acceptance of the candidate

Name : Gaurav Tanaji Kumbhar

Date : 11/02/2021



Corporate Identification Number (CIN) : L24220MH1945PLC004598
For Shares related queries, email to investor.relations@asianpaints.com
For Customer queries/complaints/Dealership enquiries,
email to customercare@asianpaints.com
For HR related queries, email to careers@asianpaints.com
For Media related queries, e-mail to proffice@asianpaints.com

Asian Paints Limited
Plot No. A1, MIDC,
Khandala Industrial Area,
Taluka - Khandala,
Dist. - Satara, Pin- 412802
Tel. No - 02169 306000
www.asianpaints.com

ANNEXURE
Allowances Applicable to Officer Level I (Probation) based at Khandala
Effective from 1st April, 2020

1. HOUSE RENT ALLOWANCE

All employees shall be paid a sum of Rs.8,500/- (Rupees Eight Thousand Five Hundred Only) per month as House Rent Allowance subject to the following terms and conditions:

- a. House Rent Allowance shall not be reckoned with for the purpose of payment of overtime wages, bonus, and contribution to Provident Fund, Gratuity or any other benefit;
- b. The amount is paid as a part of salary. HRA is taxable as per Income Tax norms in the hands of employees

2. EDUCATION ALLOWANCE

All employees shall be paid a sum of Rs.800/- (Rupees Eight Hundred Only) per month as Education Allowance.

Education Allowance shall not be reckoned with for the purpose of payment of overtime wages, bonus, and contribution to Provident Fund, Gratuity or any other benefit.

3. CONSOLIDATED ALLOWANCE

All employees shall be paid a sum of Rs.15560/- (Rupees Fifteen Thousand Five Hundred & Sixty Only) per month as Consolidated Allowance.

Consolidated Allowance shall not be reckoned with for the purpose of payment of overtime wages, bonus, and contribution to Provident Fund, Gratuity or any other benefit.

4. LEAVE TRAVEL ALLOWANCE

LTA amount is credited to employee's account on joining, on pro-rata basis from date of joining to end of current financial year, subject to rules framed in this regard and subject to the following terms and conditions :



Corporate Identification Number (CIN) : L24220MH1945PLC004598
For Shares related queries, email to investor.relations@asianpaints.com
For Customer queries/complaints/Dealership enquiries,
email to customercare@asianpaints.com
For HR related queries, email to careers@asianpaints.com
For Media related queries, e-mail to proffice@asianpaints.com

Asian Paints Limited
Plot No. A1, MIDC,
Khandala Industrial Area,
Taluka - Khandala,
Dist. - Satara, Pin: 412802
Tel. No - 02169 306000
www.asianpaints.com

- a. LTA is not permitted to be carry forward and has to be claimed on or before 31st March of each year.
- b. Any unavailed LTA amount for the year will be paid out in cash at the end of the year after deduction of applicable income tax i.e. LTA for the period 2020-21 will be credited on 1st April, 2020. Any un-availed LTA as on 31st March, 2021 will be paid out in cash in March 2021 salary as per applicable income tax and no carry forward will be allowed.
- c. LTA shall be payable only once a year and there is no minimum number of days of consolidated leave to claim LTA. The employee should have proceeded on consolidated leave to claim LTA.
- d. LTA will not be taken into consideration for the purpose of payment of overtime wages, bonus, and contribution to Provident Fund, Gratuity or any other benefit.
- e. LTA can be claimed for the following (subject to the maximum limit):
 - o Self, spouse and children of the employee;
 - o Parents, brothers and sisters of the employee wholly or mainly dependent on the employee (i.e. the brothers and sisters should be less than 21 years of age).
- f. It should be noted that the dependents of the employee should spend their holiday at the same leave stations and during the same period as the employee's leave.

5. ANNUAL BONUS

- a. The annual bonus eligible for FY 2020-21, will be paid along with April 2021 salary. It shall be paid to employees who are on the rolls of the company as on 31st March, 2021;
- b. In the event any enactment is enforced that requires the company to pay a lump sum to the employee as bonus or in the nature of bonus for the financial year 2020-21,, the amount paid as mentioned hereinabove shall be deemed as part payment towards the amount payable under the 'Payment of Bonus Act, 1965' and /or such enactment and will stand adjusted towards the amount so payable;
- c. The amount of bonus so payable shall also stand reduced to the extent of leave without wages or absence without leave;
- d. The amount of bonus will be pro-rated for employees joining during the year;
- e. The employees who have left the services of the company prior to 31st March, 2021 but are eligible to receive statutory bonus for FY 2020-21 under the Payment of Bonus Act, 1965 shall be



Corporate Identification Number (CIN) : L24220MH1945PLC004598
For Shares related queries, email to investor.relations@asianpaints.com
For Customer queries/complaints/Dealership enquiries,
email to customer.care@asianpaints.com
For HR related queries, email to careers@asianpaints.com
For Media related queries, e-mail to proffice@asianpaints.com

Asian Paints Limited
Plot No. A1, MIDC,
Khandala Industrial Area,
Taluka - Khandala,
Dist. - Satara, Pin: 412802
Tel. No - 02169 306000
www.asianpaints.com

paid bonus in accordance with and subject to the provisions of the 'Payment of Bonus Act, 1965'.

- f. The Annual bonus for the financial year 2020-21 will be announced in April 2021. The same will be paid out in April 2021, only to the employees who are on the rolls of the company as on 31st March, 2021.

6. ATTENDANCE RELATED DEDUCTIONS IN ALLOWANCES

- a. In case of employees who are absent without sanctioned leave or on leave without pay for any reason whatsoever for less than 5 days in a month, Education Allowance, Consolidated Allowance, Conveyance Allowance, LTA, Medical Reimbursement and Annual Bonus will be proportionately reduced on pro-rata basis;
- b. In case of employees who are absent without sanctioned leave or on leave without pay for any reason whatsoever for 5 days or more than 5 days in a month, House Rent Allowance, Education Allowance, Consolidated Allowance, Conveyance Allowance, LTA, Medical Reimbursement and Annual Bonus will be proportionately reduced on pro-rata basis.

Employees' Policies and Benefits documents are available at Huddle on hrit.asianpaints.com> Home> Huddle> Groups.

A handwritten signature in black ink, appearing to be 'S. X'.

Offer: Site Supervisor

Date: 15/03/2022

Mr. Rushikesh Lakshman Nage

Kranti-Niketan hostel,

Santosh Nagar, Katraj,

Pune- 411046, Maharashtra.

Tel# -7350906318.

Dear Rushikesh Lakshman Nage,

Sub: Letter of Offer

Thank you for exploring career opportunities with Swaraj Constructions. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Site Supervisor Engineer-Trainee. You will be a part of the SWARAJ CONSTRUCTION. Your gross salary including all benefits will be 1,20,000/- per annum, as per the terms and conditions set out herein.

You are expected to join our organization on or before 21st March 2022. Please get your original documents on the day of joining. Please note that, Appointment Letter will be issued only after submission of documents.

Your current location will be throughout Pune. We welcome you to our organization and are confident that your association with us will be mutually beneficial.

Yours truly,

Swaraj Construction.



Swapnil Khatpe

Head & HR



ROHAN JAYANT GORE

R J CONSTRUCTIONS

Rauwar Peth, Wai DIST: Satara-412803

Date: 07/04/2023

To

Trupti Ananda Gole

Wai, Maharashta.

Sub: Letter of Offer

Thank you for exploring career opportunities with R J Constructions. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Site Supervisor Engineer-Trainee. You will be a part of the R J CONSTRUCTION. Your gross salary including all benefits will be 2, 40,000/- per annum, as per the terms and conditions set out herein.

You are expected to join our organization within 2 weeks of issue of this letter. Please get your original documents on the day of joining.

Your current location will be throughout Satara. We welcome you to our organization and are confident that your association with us will be mutually beneficial.

Yours truly,

Mr. Rohan Jayant Gore

R J Construction.

Head & HR

Rohangore16.rj@gmail.com

Mob No. 9823230555



Maharashtra Minimum Wages Rules 1963

Rule No. 27 (2)

Muster Cum Wages Slip

(Attendance Card)

Name of the Establishment Nyati Builders

Address _____

Name of the Employee Abhishek Sherkar

Name of the Employer Nyati Builders

Age 23 Sex Male

Nature of work _____ Designation _____

Working Hours from 9am to 4pm

Interval for Rest from _____ to _____

For the month of July

Total Days Worked		Advance		
Actual Rates Of Wages		Other deductions		
Total Piece Rate Production				
Total Overtime Hours Worked				
Normal Earnings		Total deductions		
Overtime Earnings		Date of entry in to service		
Gross Wages Payable		Previous Balance		
		Enjoyed		
		Refused		
Deductions				
Nett Wages Payable		Due in this Months		
Date Of Payment		Total Balance		

Leave with wages



Design | Strategy | Delivery

ROHAN JAYANT GORE

R J CONSTRUCTIONS

Raviwar Peth, Wal. DIST: Satara. 412803

Date: 07.04.23

Sub : Job Letter.

In regard to recent request for employment verification for Miss. Shivani Satish Vachakal. I can confirm that she has been employed here at R J CONSTRUCTION since 10.03.22 and is currently site supervisor.

Miss. Shivani is working in full time.

Sincerely,
Mr. Rohan Jayant Gore.

Date: - 04-Apr-23

To,
Mr. Akash Vilas Taware
IOC, Balewadi

Appointment Letter

We are pleased to appoint you in our organization as a “ **Coordinator - Contract Compliance**” on Fixed Term Contract and subject to the following terms and conditions.

- 1 Your contract will commence from 05-Apr-23 to 04-Apr-24 during which you will render services to our client at their premises or based on client’s requirements and subject to the terms and conditions below.
- 2 During this period of contractual employment your remuneration shall be as per Annexure A. Any revisions, based on compliances, in your remuneration shall be informed to you on writing.
- 3 You shall adhere to all the instructions received by you from the authorized person of the Company or the Client. You shall also be bound by our rules and regulations set by the Company and Client, which have been informed to you wide any mode of communication.
- 4 You hereby agree to be liable for the following terms and conditions.
 - a. Fully perform the services, in a professional manner, at the client's location or any location based on the client’s requirement, until the completion of the terms of the work assignment.
 - b. During the term of the work assignment, render services exclusively to the client and such performance shall not be inconsistent with deliverables expected for the work assignment.
 - c. Not engage in any conduct which is detrimental to the interest of the Client or Shubha Systems.
 - d. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by Shubha Systems.
 - e. Neither directly nor indirectly accept employment with the Client or its affiliates during the period of the work assignment without prior permission of Shubha Systems.
 - f. Extend all cooperation to the Client’s employees, consultants, representatives, etc. and do all such things as may be necessary and comply with all terms of the contract.
 - g. Report and be present at the designated location during the working hours, as instructed by the client.
 - h. Comply with the safety, health and environment policy of Shubha Systems and / or Client that you have been made aware of.
 - i. During the course of your contract, you can be transferred to a location within the territory of India as and when required by Shubha Systems in consultation or requirement of client for executing the services against your work assignment.
- 5 The nature of your relationship with Shubha Systems will be that of a Contract of services for a fixed period.
- 6 This contractual employment is being offered to you on the clear understanding that there is nothing on your past record which would have prevented the Management from offering you employment. If however, it is found at any time hereinafter that your past record is objectionable or if any declaration given by you or statement made by you to the management is false or if you have willfully suppressed any material information, in such a case you will be liable to be removed from the services of the company forthwith without any notice.

- 7 Upon expiry or termination of the work Assignment, your employment with Shubha Systems shall stand terminated forthwith.
- 8 In case the contract period is not extended in writing, it would be deemed that your contract with Shubha Systems has been terminated and Shubha Systems shall have no obligations to pay any compensation for the period worked by you beyond the contract period.
- 9 Except for expiry of a contract, Shubha Systems or **Mr. Akash Vilas Taware** may terminate this contract by issuing 30 working days' notice in writing or payment in lieu of the notice period. This stipulation, however, shall not be applicable in case of any breach of Company's rules, regulation and requirements in relation to your performance and conduct in which case the termination of your services can be effected without notice.
- 10 On the ground of loss of confidence of management (i.e. dishonest and criminal behavior, theft, sexual harassment and not in commitment with general rules of prudent and commercial practices etc.) your services can be terminated with immediate effect. The Company may do so without assigning any reason/s and compensation and the Company's decision shall be final and binding on you.
- 11 Upon termination of the contract, Shubha Systems shall settle all your dues after making the applicable deductions as per the laws.
- 12 You agree to defend, indemnify and hold Shubha Systems or the Client harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy and of your obligations under this work assignment or for misconduct or for violation of any law or creation of any legal liability by you.
- 13 Any dispute between you and Shubha Systems shall be referred to an arbitrator appointed by Shubha Systems. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, Pune, Maharashtra.
- 14 Details of your salary breakup will be as per the Annexure attached herein.
- 15 Shubha Systems shall make all salary payments including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.
- 16 You will be entitled to an employer's contribution of Provident Fund to the extent of 12% on Rs 15000/-. You shall be entitled to leaves as per the Company / Client policy and the details are mentioned in Annexure A.
- 17 To perform the duty, if the Client provides you any assets including laptop or any other assets, you will immediately inform Shubha Systems in writing before taking the possession of the assets. You will make sure that the assets provided by the Client will only be used for official purpose and you will handover the assets back to the client once the work assignment / contract is completed. You will be solely responsible for damages, loss or theft of the said assets and also for liability arising out of misuse of the said assets.
- 18 You will be the full-time employee of the Shubha System and will not accept any other employment in any other firm or company during your tenure with Shubha Systems.
- 19 During the course of the above assignment you should, at all times, observe secrecy in respect of any technical, trade or business data, customers' names/business details or any other information that might come to my knowledge or possession, which according to the Company are necessarily confidential and form valuable property of the Company. You will not disclose nor cause the disclosure of any such data in any manner whatsoever
- 20 In addition the terms contain herein your relationship with Shubha Systems may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by Shubha Systems.

- 21 There is zero tolerance for sexual harassment of women at workplace and the Company is committed to follow the law of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in letter and spirit. The Company has a strict policy against sexual harassment of women at workplace, hence any act of sexual harassment of women during your employment, shall be dealt with by the Internal Complaint Committee of the Company, as per the Act and Policy. In case of any such complaint received against you, you shall cooperate in all the processes of the inquiry and abide by the decision arrived by the Internal Complaint's Committee.
- 22 Throughout your continuance of services with the company, you should be medically fit and free from any disease. It will be open for the company to require you to undergo such medical test as may be determined and, in the event, the company finds it unsuitable for you to be continued on medical grounds, the decision of the company in that case shall be final and your services will be liable to be terminated.
- 23 You will be subject to the provisions of the Standing Orders framed under the Industrial Employment (Standing Orders) Act 1948 as applicable from time to time.
- 24 You will inform company any change pertaining to any of the declaration made by you at the time of appointment.
- 25 We at Shubha Systems would like to create an environment and culture committed to co-operation, quality and responsiveness that permeate every activity. As a new entrant we would like you to add value to this process.

Please indicate your acceptance of the terms by signing and returning the duplicate copy, indicating your acceptance of the terms mentioned herein. By signing this letter you confirm that you have read, fully understood and accepted the terms and conditions of this letter.

We welcome you on board and wish you every success in your career.

For Shubha Systems

Authorized Signatory

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

Date: 04-Apr-23

Signed by

Akash Vilas Taware

Annexure A

Date: - 04-Apr-23

Break up of your monthly remuneration is as under-

Name: Akash Vilas Taware	
Designation: Coordinator - Contract Compliance	
Location: IOC, Balewadi	Amount In INR
Monthly Salary Heads	
Basic + DA	15000
HRA	6000
Conveyance	1500
Other Allowance	2500
Monthly Gross Earning (A)	25000
Deferred Benefits	
PF (Employer Contribution @ 12% on Rs 15000)	1800
Bonus	1250
Total Deferred Benefits (B)	3050
Benefits to Employee (A+B)	28050
Net Salary Calculation	
Monthly Earnings	25000
PF (Employee's Contribution @ 12% on Rs 15000)	1800
Professional Tax	200
Net Pay	23000

Additionally, you will be entitled to the following:

1. Every year you will be provided 21 days leave (January to December Each month 1.75 paid leaves). Remaining leaves by the end of year will be carried forward to next year.

For Shubha Systems



Authorized Signatory

Accepted and Agreed,

Akash Vilas Taware

Letter of Appointment

Dear Prasad,

Appointment as [Trainee]

We refer to your recent interview for the position and are please to advise that we are offering you the position with Future Generali effective from 30/07/2024 under the following terms and conditions:

1. Posting & Transfer

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.

2. Probation

That you will be on probation for a period of one year with salary of Rs. 30000 per month. 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.

3. 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 Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management 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.

5. 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.

6. 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 alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. 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.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon resignation/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 resignation/termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.

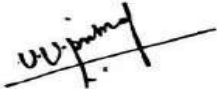
- If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company. For loss of confidence in you by the company for any of the act committed by you.
- If you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.
- If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. * If you commit any act prejudicial to the continuing good relationship between you and the company.
- If you commit breach of any of the terms of this letter of appointment.

9. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

If you agree to the above terms and conditions of the appointment, kindly confirm your acceptance by signing and returning the duplicate copy of this letter for our file and records.

For Future Generali India Insurance Co. Ltd.



(Authorized Signatory)

04-08-2023

Mrunalini Anil Jadhav
Pune

Subject: **LETTER OF OFFER**

Dear Mrunalini,

We thank you for your interest in discussing an opportunity to be part of **Just Dial Ltd.**

Based on the discussions with you, we are pleased to offer you to the position of **Information Retrieval Officer**. You will be on probation for a period of six months from your date of joining which will be on or before **08-08-2023**.

The annual compensation calculated on Cost to Company will be **INR 195444/-**.

Your place of posting will be **Pune**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited



Madhulika Singh

Regional Head - Human Resources

Offer of Employment

Dear Shubham,

Congratulations ! We are pleased to make a provisional offer of appointment with **In-Solutions Global Ltd.** in India. You have been selected for the position of **Trainee Software Engineer** in the **Software Development** Department in **Band – B0** and your employment start date with the Company is **September 15, 2023**. You will be based in the Company's office in **Mumbai**.

The terms and conditions of your Offer are set out below are, in addition, to the company's rules in force at present and, as amended, from time to time. This letter should not be considered as an Offer of regular employment. **KRAs** have been identified in **Annexure I** and you are responsible for successful implementation and execution of your task.

Compensation and Benefits: You will receive a compensation of **Rs. 4,00,000/- per annum (Rupees Four Lakhs and Eight Only)** as outlined in **Annexure - II**. Income Tax or any other statutory deductions will be done at source. You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.

Reimbursement Process:

All relevant supporting documents to be submitted towards all reimbursement claims identified in your salary structure. Statutory deductions/taxes as applicable will be deducted at source. Please share your investment declaration plan for this financial year.

Special Allowance Component:

The Special Allowance component can comprise of any of the following allowances as deemed appropriate; Additional leave travel allowance, drivers allowance, fuel allowance, Books & Periodicals, Telephone, and/or a balancing allowance. It is your responsibility to inform the Company of your preferred structure of your Special Allowance along with your acceptance of this offer. Allowances shall be subject to tax according to the relevant India tax legislation laws. As per the latest amendment of Employees Provident Fund Office (EPFO), all the above components which form a part of Special Allowance Component will add up to deduction for Provident Fund calculation and shall sum up with your Basic Salary Component for Provident Fund Deduction. This is purely for those employees who's Basic Salary Wages is equal to or less than Rs.15,000/- (Rupees Fifteen Thousand Per Month). This calculation won't effect to employees who draws Basic Salary Wages more than Rs.15,000/- (Rupees Fifteen Thousand Per Month).

Training Period:

You will be on training for a period of 6 months, from your date of joining, after which your performance will be appraised. You will be confirmed in writing on successful completion of the said probationary period. Or, It may get extended by further period of 1 month, if your performance is not found satisfactory. Or, your services may be terminated at the discretion of the company, with or without assigning any reason, with one month salary which includes only the Basic component of your salary structure. If no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms you in writing



Your Payments Partner

ANNEXURE - II

Name	Shubham F
Designation	Trainee Software Engineer
Band	B0
Department	Software Development
Location	Mumbai

Component	Monthly	Annual
Basic	13334	160008
HRA	6667	80004
Residual Allowance	7372	88462
Conveyance Allowance	1600	19200
Medical Allowance	1250	15000
Education Allowance	200	2400
LTA	1111	13334
Total Gross Salary (A)	31534	378408
Provident Fund (Employer)	1800	21600
Total (B)	1800	21600
Total CTC (A+B)	33334	400008

For In-Solutions Global Ltd.,

Lisa Crage
Vice President
Human Resources

Accepted by,

Shubham

Date: 12-04-2023

To,
Mr. Satyam Dhanaji Danwale
Address: At post bhatghar tal.khandala dist.satara, At post bhatghar tal.khandala dist.satara,
Pune - 412206, Maharashtra.
Mobile No: 8380977829
Email: - satyam200996@gmail.com
Emp. Code: TCL15237

Sub: Appointment Letter

Dear Mr. Satyam,

We are pleased to offer you employment to work as “**NOC Engineer** ” on deputation with our client **TCL**, for a fixed period of employment, on the following terms and conditions:

1. Your contract of employment shall be valid for a period of one year from **10-04-2023 to 09-04-2024**. Notwithstanding this, in the event of the project/work for which you are being employed comes to an end before the aforementioned period; this contract shall be co-terminus with the aforementioned project/work.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the company reserves its right to extend your temporary assignment for such a period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In the event, the company shall be in writing extend your temporary assignment on the terms as may be indicated in such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the management to any of our client's company to do work pertaining to or incidental to the client's business.
4. You will not be absent from your duty without sufficient reasons, you will obtain prior written permission / sanction from the supervisor about your absence giving reasons thereof and probable duration immediately, failing which, the same will be treated as loss of Pay and if it continues we shall take appropriate action.
5. You will be governed by the conduct, discipline, rules and regulations as laid down by the management.

6. You will receive remuneration as detailed in Annexure I. The salary for the first month will be paid, subject to furnishing the details mentioned below:
 - CV and a passport size photograph
 - Proof of age
 - E-Aadhar Card
 - Certificate of Educational Qualifications
 - Experience Certificates from previous employer
 - Release from previous employer
 - A copy of your present salary slip and 2 references with telephone and e-mail contact
7. The salary will be paid to you, subject to the receipt of payment from the Client (**TCL**). You will receive your salary on 7th of every month, but in no case later than 10th.
8. This contract shall be terminable by either party giving one month notice in writing or salary on lieu of notice, to the other.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members to the **Lobo Staffing Solutions Pvt. Ltd** family. As a new entrant, we would like you to whole-heartedly contribute in this process.

As a token of acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

For Lobo Staffing Solutions Pvt. Ltd



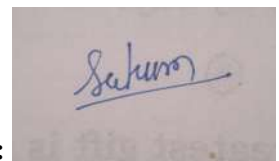
Authorized Signatory

I hereby accept the above-mentioned terms and conditions.

Name: Satyam Dhanaji Danwale

Date: 12-04-2023

Signature:



Annexure: 1

Name : Mr. Satyam Dhanaji Danwale
Designation : NOC Engineer
Reporting Head : Swapnil Ganpat CHAVARE
Location : Pune, Maharashtra
Department : -
Start Date : 10-04-2023
End Date : 09-04-2024

SALARY COMPONENT	AMOUNT
BASIC	11,632
DA	2,444
HRA	759
CCA	0
ADVANCE TO STATUTORY BONUS	1,175
GROSS SALARY (A)	16,010
<u>Benefits: (B)</u>	
PF EMPLOYER	1,829
ESIC EMPLOYER	520
INSURANCE & OTHER CHARGES.	200
COST TO COMPANY (A+B)	18,559
<u>Deductions: (C)</u>	
PF EMPLOYEE	1,689
ESIC EMPLOYEE	120
PROFESSION TAX	200
NET TAKE HOME (A-C)	14,001

***NOTE: - Basic pay indicated above includes Dearness Allowance / Special Allowance as applicable.**

For Lobo Staffing Solutions Pvt. Ltd



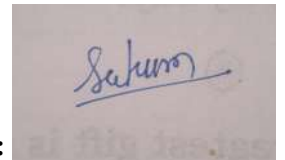
Authorized Signatory

I hereby accept the above-mentioned terms and conditions.

Name: Satyam Dhanaji Danwale

Date: 12-04-2023

Signature:



Date: 12-04-2023

Mr. Satyam Dhanaji Danwale

**Address: At post bhatghar tal.khandala dist.satara, At post bhatghar tal.khandala dist.satara,
Pune - 412206, Maharashtra.**

Mob: 8380977829

Email: satyam200996@gmail.com

Emp Code: TCL15237

DEPUTATION

Dear Satyam,

We are pleased to inform you that your services are being deputed to **TCL** with effect from **10-04-2023** as mentioned under clause 1 of your letter of appointment. The terms and conditions of your deputation will be as follows:

1. You will, with effect from **10-04-2023** be required to work at our client's office/ premises at any of their locations.
2. During the tenure of deputation, you will continue to be an employee of **Lobo Staffing Solutions Pvt. Limited**.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from **TCL** and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by training that may be offered to you by **TCL**
5. You shall be bound by the working hours of **TCL**.
6. You shall take care not to disclose confidential information/trade secrets, etc. that you may come across in the course of your responsibilities to anyone outside **TCL** and use such information only in connection with the service provided to **TCL**.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against **TCL**. This arrangement is purely a contractual agreement between **Lobo Staffing Solutions Pvt. Limited** and **TCL** for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/duties in the property of **TCL** or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of **TCL** entrusted to you in the due discharge of your duties and shall indemnify **TCL**, when there is a loss of any kind to the said property.

10. You will be liable to compensate **Lobo Staffing Solutions Private Limited** in case any claim arises from the Client on account of your willful act or negligence.

All other terms and conditions of your employment remain unchanged.

Please sign the duplicate copy of this letter as a token of having read and acknowledged the contents and return it to us.

For Lobo Staffing Solutions Pvt. Ltd



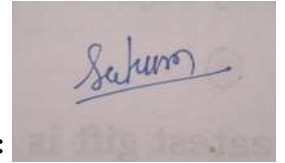
Authorized Signatory

I hereby accept the above-mentioned terms and conditions.

Name: Satyam Dhanaji Danwale

Date: 12-04-2023

Signature:



Form 'F'
(See Sub-rule (1) of Rule 6)
NOMINATION

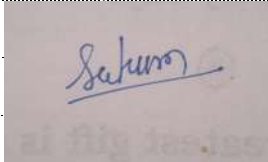
To : Lobo Staffing Solutions Pvt. Ltd.

- 1) Shri/Shrimati/Kumari : Mr. Satyam Dhanaji Danwale Whose particulars are given in the statement below.
hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).
- 2) I hereby certify that the person(s) mentioned is a/are member (s) of my family within the meaning of clause (h) of section 2 of the Payment of Gratuity Act, 1972.
- 3) I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said Act.
- 4) (a) My father/mother/parents is/are not dependent on me.
(b) My husband's father/mother/parents is/are not dependent on my husband
- 5) I have excluded my husband from my family by a notice dated _____ to the controlling authority in terms of the provision to clause (h) of section 2 of the said Act.
- 6) Nomination made herein invalidates my previous nominee(s)

Nominee (s)

Sr No .	Name in full with address of nominee (s)	Relationship with the employee	Age of nominee	Proportion by which the gratuity will be shared
1	Tanaya Danavale	Sibling	24-11-2000	100 %
2	-	-	-	-
3	-	-	-	-
4	-	-	-	-

STATEMENT

1. Name of employee in full:	Mr. Satyam Dhanaji Danwale				
2. Sex :	male				
3. Religion :	NA				
4. Whether unmarried/ married/ widow / widower	Single				
5. Department/ Branch/ Section/ where employed	-				
6. Post held with Ticket or Serial No. if any	TCL15237				
7. Date of Appointment	10-04-2023				
8. Permanent address	At post bhatghar tal.khandala dist.satara, At post bhatghar tal.khandala dist.satara, Pune, Maharashtra 412206				
Village	Pune	Thana	Pune	Sub-Division	---
Post office	Pune	District	Pune		Maharashtra
Place	Pune				
Date	12-04-2023				
Signature/Thump impression of the employee					

DECLARATION BY THE WITNESSES

Nomination Signed/thumb impressed before me

Name in full and full address of witnesses

Signature of witnesses

1 _____

2 _____

Place _____

Date _____

CERTIFICATE BY THE EMPLOYER

Certified that the particulars of the above nomination have been verified and recorded in this establishment.
Employer's Reference No., if any.

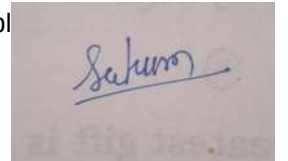
Date : _____

Employer's Signature & Designation

Name & Address of Establishment or Rubber Stamp

ACKNOWLEDGEMENT BY EMPLOYEE

Received the duplicate copy of nomination in form 'F' filed by me and duly certified by the employer on 04-2023



Signature of the Employee

Form-2 (Revised)
 NOMINATION AND DECLARATION FORM
 FOR UNEXEMPTED/EXEMPTED ESTABLISHMENT
 Declaration and Nomination for under the Employee's Provident Funds and
 Employee's Pension Schemes

(Paragraph 33 and 61 (1) of the Employee's Provident Fund Scheme 1952 & Paragraph 13 of the
 Employee's Pension Scheme, 1955)

1. Name (In Block Letters) Mr. Satyam Dhanaji Danwale
2. Father / Husband Name Dhanaji / -
3. Date of Birth : 20-09-1996 4. Sex : male
5. Marital Status : Single 6. Account No. MH/42857/-
- (Married / Unmarried / Widow / Widower)
7. Address Permanent : At post bhatghar tal.khandala dist.satara, At post bhatghar tal.khandala
 dist.satara, Pune, Maharashtra 412206
8. Temporary Address : At post bhatghar tal.khandala dist.satara, At post bhatghar tal.khandala
 dist.satara, Pune, Maharashtra 412206

PART - A (E.P.F.)

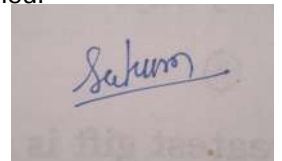
I hereby nominate the person(s)/ cancel the nomination made by me, previously and nominate the person (s) mentioned below to receive the amount standing to my credit in the Employee's Provident Fund, in the event of my death.

Name of the Nominee (s)	Address of the Nominee (s)	Nominee's relationship with the member	Date of Birth	Total amount of share of accumulations in Provident Fund to be paid to each nominee.	If the nominee is a minor, name and address of the guardian who may receive the amount during the minority of the nominee
1	2	3	4	5	6
Tanaya Danavale	At post bhatghar tal.khandala dist.satara, At post bhatghar tal.khandala dist.satara, Pune, Maharashtra 412206	Sibling	24-11-2000	100 %	--
-	-	-	-	-	--
-	-	-	-	-	--
-	-	-	-	-	--

1.* Certified that I have no family as defined in para 2(g) of the Employee's Provident Fund scheme, 1952 and should I acquire a family hereafter the above nomination should be deemed as cancelled.

2. * Certified that my father/mother is/are depended upon me.

* Strike out whichever is not applicable



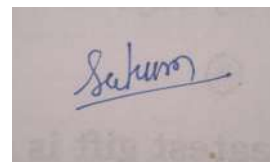
Signature/or thump impression of the subscriber

**PART - B (E.P.S.)
(PARA - 18)**

I hereby furnished below particulars of the members of my family who would be eligible to receive widow / children pension in the event of my premature death.

Serial No.	Name of the family member	Address	Age	Relationship with the member
1	2	3	4	5
1	Tanaya Danavale	At post bhatghar tal.khandala dist.satara, At post bhatghar tal.khandala dist.satara, Pune, Maharashtra 412206	24-11-2000	Sibling
2	-	-	-	-
3	-	-	-	-
4	-	-	-	-
** Certified that I have no family as defined in para 2(b) of the Employee's Pension Scheme, 1995 and should I acquire a family hereafter I shall furnish particulars thereon in the above form.				
I hereby nominate the following person for receiving the monthly widow pension (admissible under para 16 2 (a) (I) & (ii) in the event of the death without leaving any eligible family member for receiving pension.				
Name & Address of the Nominee		Date of Birth	Relationship with member	
Same as above		Same as above	Same as above	

Date : 10-04-2023



Signature of thump impression of the Subscriber

* Strike out whichever is not applicable

CERTIFICATE BY EMPLOYER

Certified that the above declaration and nomination has been signed/thump impressed before me by Shri/Smt.Kum. Mr. Satyam Dhanaji Danwale employed in my establishment after he/she has the entries/the entries have been read over to him/her by me and got confirmed by him/her.

Place: Mumbai

For **LOBO STAFFING SOLUTIONS PVT. LTD.**
Authorized Signatories
Signature of the employer or other Authorized Officer
of the establishment

Designation _____
Name & Address of the Factory / Establishment or
Rubber Stamp thereof.

LOBO STAFFING SOLUTIONS PVT. LTD.
212, PRABHADEVI ESTATE,
V.S. MARG, PRABHADEVI,
MUMBAI – 400025



Composite Declaration Form Form -11
(To be retained by the Employer for future reference)

EMPLOYEES' PROVIDENT FUND ORGANIZATION
Employees' Provident Funds Scheme, 1952 (Paragraph 34 & 57) &
Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in an establishment on which EPFS 1952 and/or EPS 1995 is applicable)

1	Name of the Member	Mr. Satyam Dhanaji Danwale						
2	Fathers' Name	Dhanaji						
	Spouse's Name	-						
3	Date of Birth (DD/MM/YYYY)	20-09-1996						
4	Gender: (Male/Female/Transgender)	male						
5	Marital Status(Married/Unmarried/Widow/Widower/Divorcee)	Single						
6	(a) Email Id:	satyam200996@gmail.com						
	(b) Mobile No.:	8380977829						
7	Present employment details:							
	Date of joining in the current establishment (DD/MM/YYYY)	10-04-2023						
8	KYC Details (attach self-attested copies of following KYCs)							
	a) Bank Account No.:	004220100032584						
	b) IFS Code of the branch:	JSBP0000004						
	c) AADHAAR Number:	742048602190						
	d) Permanent Account No. (PAN), if available	ECEPD2137K						
9	Whether earlier a member of Employees' Provident Fund Scheme, 1952 ?	Yes						
10	Whether earlier a member of Employees' Pension Scheme, 1995 ?	Yes						
Previous employment details [if Yes to 9 &/or 10 above] - Un-exempted								
11	Establishment Name & Address	Universal Account Number	PF Account Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	PPO Number (if issued)	Non Contributory Period (NCP) Days
	-			05-04-2023	05-04-2023			
12	Previous employment details [if Yes to 9 &/or 10 above] - For Exempted Trusts							
	Establishment Name & Address	Universal Account Number	PF Account Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	Non Contributory Period (NCP) Days	
13	a) International Worker:	Yes				No	✓	
	b) If yes, state country of origin (India/Name of other country)							
	c) Passport No.							
	d) Validity of passport [(DD/MM/YYYY) to (DD/MM/YYYY)]							

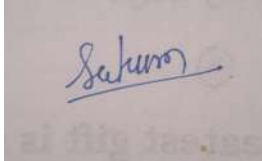
Date - 10-04-2023

Tata Code of Conduct - 2015

I acknowledge that I have received a copy of the Tata Code of Conduct - 2015.

I have read the Tata Code of Conduct - 2015 and I hereby acknowledge that as an employee of a vendor of Tata Communications Ltd, I am required to comply with the guidelines prescribed therein and failure to do so may result in my ceasing working on any projects connected with Tata Communications Ltd, disciplinary action from my employers including termination and, if applicable, any other legal action in the court of law.

I understand that if I have a concern about any violation or a potential violation of the Tata Code of Conduct, I must promptly report the violation to the Ethics Counsellor, Ethics Helpline and/or any other Designated Authority of Tata Communications Ltd or my employer.



Signature :

Full Name : Mr. Satyam Dhanaji Danwale

Department/Function/BU : -

Name and Address of the Vendor/Agency: Lobo Staffing Solutions Pvt Ltd, Prabhadevi Ind. Estate, 212, 2nd Floor, V.S. Marg, Opp Siddhivinayak Temple, Prabhadevi, Mumbai 400025

Undertaking for POSH
(Prevention of Sexual Harassment at Workplace)

Date: 10-04-2023

Mr. Satyam Dhanaji Danwale
Employee Code: TCL15237

Dear Sir/ Madam

I am Mr. Satyam Dhanaji Danwale working in Lobo Staffing Solutions Pvt Ltd ("Company"), appointed under Fixed Term Contract for a period of 1 year from Dated: 10-04-2023 and deputed with Tata Communications [India Entity] Limited ("Client").

Through this undertaking I affirm and acknowledge that I have understood the contents of POSH and affirm to the Company and Client that I will abide with all the terms and conditions read and explained to me by the Company and its client, I further acknowledge that for any violation under POSH, I myself will be liable for the same and the Company and Client can validly initiate appropriate disciplinary proceedings/ enquiry against me as per law including discontinuation of my contract and holding of my salary.

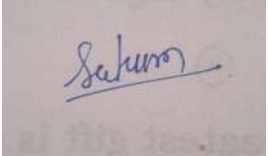
POSH Violation includes any unwelcomed sexual behavior directly or indirectly. Some of these are:

- Physical contact and advances,
- A demand or request for sexual favors
- Sexually colored remarks
- Showing pornography
- Threats, Innuendoes
- Touching, Patting, Pinching Comments about physical appearance
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature
- Any type of Sexual communications, unwelcomed gestures conduct.

I acknowledge that I have understood the contents of this undertaking for POSH and for any violation under the said act directly or indirectly I myself will be liable for the same and the Company and the Client can initiate appropriate disciplinary proceedings/ enquiry against me as per law including discontinuation of my contract and holding of my salary.

Staffer Name: Mr. Satyam Dhanaji Danwale
Date: 10-04-2023

Employee Sign:



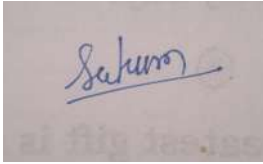
Date - 10-04-2023

Dignity at Workplace

I acknowledge that I have received a copy of the Dignity at Workplace policy.

I have read the Dignity at Workplace policy and I hereby acknowledge that as an employee of a vendor of Tata Communications Ltd., I am required to comply with the Dignity at Workplace prescribed therein and failure to do so may result in to my ceasing working on any projects connected with Tata Communications Ltd/Tata Communications Transformation Services Ltd/Tata Communications Payment Solutions Ltd, disciplinary action from my employers including termination and, if applicable, any other legal action in the court of law.

I understand that if I have a concern about any violation or a potential violation of the Dignity at Workplace policy, I must promptly report the violation to my employer (Vendor).



Signature:

Full Name: Mr. Satyam Dhanaji Danwale

Department/Function/BU:

Name and Address of the Vendor/Agency: Lobo Staffing Solutions Pvt Ltd. Prabhadevi Ind Estate, 212, 2nd Floor, Veer Savarkar Marg, Prabhadevi, Mumbai 400025

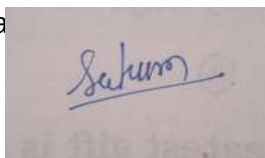
Date - 10-04-2023

Information security Acceptable Use Policy for Employee and Contractors

I acknowledge that I have received a copy of the Information security - Acceptable Use Policy for Employee and Contractors.

I have read the **Information security Acceptable Use Policy** for Employee and Contractors and I hereby acknowledge that as an employee of a vendor of Tata Communications Ltd., I am required to comply with the guidelines prescribed therein and failure to do so may result in my ceasing working on any projects connected with Tata Communications Ltd, disciplinary action from my employers including termination and, if applicable, any other legal action in the court of law.

I understand that if I have a concern about any violation or a potential violation of the Information security Acceptable Use Policy for Employee and Contractors, I must promptly report violation to the Global information security group (sirt@tatacommunications.com), CISO of Tata Communications Ltd. Employer.



Signature:

Full Name: Mr. Satyam Dhanaji Danwale

Department/Function/BU:

Name and Address of the Vendor/Agency: Lobo Staffing Solutions Pvt Ltd. Prabhadevi Ind Estate, 212, 2nd Floor, Veer Savarkar Marg, Prabhadevi, Mumbai 400025

5.2.1 Placement Data

2022-23

https://www.navsahyadri.edu.in/mimg/pdfs/SSC%20CYCLE/All%2022-23_compressed.pdf

2021-22

https://www.navsahyadri.edu.in/mimg/pdfs/SSC%20CYCLE/5.2.1%20Placement%202021-22_compressed.pdf

2020-21

https://www.navsahyadri.edu.in/mimg/pdfs/SSC%20CYCLE/All%2020-21_compressed.pdf

2019-20

https://www.navsahyadri.edu.in/mimg/pdfs/SSC%20CYCLE/All%202019-20_compressed.pdf