



February 4, 2022

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

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

Dear Vishwajeet Kore,

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

Welcome to WILP!

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

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

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

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

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

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinolaj (Dist. Kolhapur)

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

Terms & Conditions of Scholarship

1. PROFILE:

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

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of **enrolment to the academic**



Nayana Hodage...



AtoS

Date: 17/06/2022

Intent to Offer

Dear Nayana Hodage,

Syntellect ID: ASBE202021243363

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

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

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

This Offer of Intent is valid subject to:

- Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 5 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

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

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

Syntel Private Limited Plot No. 34 MIDC Fulewadi Software Technology Park, Pune 411016 Maharashtra India | Tel: +91 20 26840000
Registered office: Unit 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000.

AtoS

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd.

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

[Signature]
Principal
 Shivraj College of Arts, Commerce,
 & D.S. Kadam Science College,
 Gadhinglaj, (Dist. Kolhapur)



April 10, 2022

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

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

Dear Ujjwala Shiudkar,

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

Welcome to WILP!

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

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

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

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

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

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinlaj, (Dist. Kolhapur)

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

Terms & Conditions of Scholarship

1. PROFILE:

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

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic

**EMPLOYMENT OFFER LETTER**

Cappemini Ref: 6270082/1474761.

08/19/2022,
Shivraj Manoj Rane.

A/- Khamlehatti Tal - Gadhinglaj Dist - Kolhapur Pin- 416502
Kolhapur, Maharashtra
India

Confidential

Dear Shivraj Manoj Rane,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Cappemini Technology Services India Limited** ("Cappemini" or "Company") starting from **06/30/2022** (or such other date as may be communicated to you by the Company), as per details given below:

A) Your current designation will be **Software Associate/A3**

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

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

Address:

Cappemini knowledge Park(SEZ), IT3/IT4, Airoli knowledge Park, Thane Belapur Rd,
Airoli, Navi Mumbai, Maharashtra - 400709

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

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

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

Principal

Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

Page 1 of 14



Date: 26/04/2022

Intent to Offer

Dear Shridhar Jadhav,

Syntellect ID: ASBE20203368

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

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

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

This Offer of Intent is valid subject to:

- Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

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

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.



July 07, 2022



Dear Nilambari,

With reference to the interview and discussions you have had with us, we are pleased to offer you the position of **"Trainee – Php & Python Developer"** at DigiBoxx Technologies and Digital India Private Limited on the following terms and conditions:

1. Your monthly stipend will be **INR 25,000/-** You will also get performance bonus of **INR 50,000/-** on completion of 1-year subject to your overall performance.
2. Your traineeship period would be for 12 months from the date of joining.
3. You will be required to join the Company by **11th July 2022** as indicated by you failing which this offer shall lapse.
4. During your traineeship period, you might have access to company's/Client's confidential information. You agree that you will keep company's/Client's information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefit and on completion of traineeship period, you will return documents, equipment and all property of the company.

Either party will give the other party one (1) month notice period to terminate this traineeship period.

You will have to serve minimum One (1) month notice period to terminate this traineeship or pay One (1) month's salary in lieu of notice period with or without cause to terminate this employment.

Congratulations and we look forward to welcoming you to DigiBoxx!!

For DIGIBOXX

(DigiBoxx Technologies and Digital India Private Limited)

Deepak Gianani

VP – Talent and Transformation

Principal
Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



HRD/InfosysBPM/1005011981

August 3, 2022

Mr. Omkar Rode
AT VAZARE POST MAHAGOND
TAL AJARA DIST KOLHAPUR
Kolhapur-111111
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Omkar,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|----------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 10-August-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 17939/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

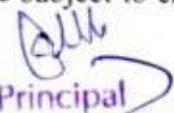
1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

3. Submission of documents


You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10th standard marks card*	Mandatory
2	12th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 (mandatory)
6	Diploma marks cards* and certificate(if applicable)	6 (mandatory)
7	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
8	Post graduate mark cards* and certificate (if applicable)	Mandatory
9	NSR registration number or ITPIN number or web registration number	Mandatory
10	Passport**	Optional
11	Driving License	Optional
12	Passport/Driving License/PAN Card/Voters ID	Mandatory
13	Aadhar Card***	Mandatory

*Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

**The Company reserves the right to initiate background verification (BGV) for all employees.

***Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



HRD/InfosysBPM/1005011519

August 3, 2022

Ms. Prerana Patil
At/post Mugali,
Tal-Gadhinglaj Dis
Kolhapur-416551
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Prerana,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|----------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 10-August-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 17939/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

HRD/InfosysBPM/1005011842

August 3, 2022

Ms. Snehal Desai
At -shirsangi
post - kine ,Tal- ajara
Ajara-416504
India



STRICTLY PRIVATE & CONFIDENTIAL

Dear Snehal,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|----------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 10-August-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 17939/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

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All allowances are payable as per the policies of the Company, which are subject to change from time to time


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadchिंगलaj, (Dist. Kolhapur)

HRD/InfosysBPM/1005011798

August 3, 2022

Ms. Vaishnavi Desai
At- Shirsangi, post- kine
Tal- Ajara,
Kolhapur-111111
India



STRICTLY PRIVATE & CONFIDENTIAL

Dear Vaishnavi,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|----------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 10-August-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 17939/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.


1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



EMPLOYMENT OFFER LETTER

Capgemini Ref: 6266634/1474663,

08/17/2022,
Akash Vijay Desai.

Lingnoor K Nesari, Post Mungunwadi
Kolhapur,
India.

Confidential

Dear Akash Vijay Desai,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('Capgemini' or 'Company') starting from **08/30/2022** (or such other date as may be communicated to you by the Company), as per details given below.


- A) Your current designation will be **Software Associate/A3**.
- B) You will be required to work at the Company's offices in **Mumbai**.
- C) You have to report by 8.30 am at **Mumbai** office, for joining formalities and contact security at the main gate for your entry pass at:

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

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

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

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


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& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

HRD/InfosysBPM/1005011861

August 3, 2022

Ms. Runali Barnane
At saroli
tal gadhingla
Kolhapur-111111
India



STRICTLY PRIVATE & CONFIDENTIAL

Dear Runali,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|----------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 10-August-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 17939/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

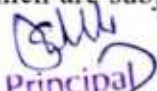
1. Voice and Shift Allowances

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a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

7:00 PM

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Capgemini congratulates you on your selection and presents you our Letter Of Intent

Inbox



Capgemini via Sup... 28 Mar
to me



Capgemini

READY TO MAKE
YOUR DREAMS
COME TRUE?

GET THE FUTURE
YOU WANT

Most Ethical
Company - Eight
times in a row

We're highly rated
on Glassdoor

Capgemini Research
Institute ranked #1

Our gender balance
initiatives

Our global client
stories

Dear Seema Tukaram Chavan,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Apr 05, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate

Principal

Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

4:19 PM | 7.8KB/s

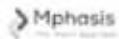
4G 97%



Mphasis_Letter of Intent 2022!



Inbox



Mphasis - Campus Hiri... 14 Apr
to me ✓



Ref.No- **MPHTH_RF2022-0073**

Dear Harshada Shrikar Mujumdar,

College Name: **Shivraj college, Gadhinglaj**

Greetings from Mphasis!! This mail is to inform you about your change in the LOI number!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 2,75,000/- (Rupees Two Lakhs Seventy-Five Thousand Only) per annum.** which


Principal

Shivraj College of Arts, Commerce,
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Gadhinglaj, (Dist. Kolhapur)



Wipro Enrollment Letter

Inbox



Wipro offer letter Aug 10
to me ▾



August 10, 2022

Dear **Kranti Babar**,

Congratulations! We are pleased to offer you the position of **Scholar Trainee - Work Integrated Learning Program** at Wipro.


Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within 14 days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open


Principal
Nivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



AtoS

Date: 05/07/2022

Intent to Offer

Dear Rutuja More,

Syntellect ID: ASBE202021244278

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

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

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

This Offer of Intent is valid subject to:

- Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

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

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

Syntel Private Limited | Plot No. B-1 MIDC Talawade Software Technology Park, Pune 411062 Maharashtra India | Tel: +91 20 26900000

Registered office: Unit 112, SDF IV, SEEPZ, Andheri East, Mumbai 400066 India | CIN No. U72200MH1999PTC066230 | www.syntel.com

Principal

Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



February 1, 2022

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

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

Dear Shubham Patil,

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

Welcome to WILP!

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

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

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

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

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

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

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

Terms & Conditions of Scholarship

1. PROFILE:

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

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic

Principal
Shivraj College of Arts, Commerce
& D.S. Kadam Science College,
Gadhinglaj (Dist. Kolhapur)

Date: 28/06/2022

Intent to Offer

Dear Sumitra More,

Syntellect ID: ASB22312170



Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

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

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

This Offer of Intent is valid subject to:

- Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

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

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

Principal

Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



April 20, 2022

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

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

Dear Vivek Rokade,

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

Welcome to WILP!

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

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

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

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

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

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

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

Terms & Conditions of Scholarship

1. PROFILE:

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

Principal
Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



February 4, 2022

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

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

Dear Dnyanada Patil,

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

Welcome to WILP!

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

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

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

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

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

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Terms & Conditions of Scholarship

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Principal
Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



July 29, 2022

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

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

Dear Pallavi Mane,

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

Welcome to WILP!

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

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

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

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

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Endorsement

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

Terms & Conditions of Scholarship

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Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
(Dist. Kolhapur)



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en



Superset ID: 1978981

Letter of Intent ("LOI")

Dear Pradnya Yesade,

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

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


The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

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


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

Upon joining Capgemini,

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

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1978981**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1978981**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1978981**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Puneet Kumra

Head - Fresher Hiring


Principal

Shriya College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

This is a system generated document and does not need a signature



July 29, 2022

HRD/InfosysBPM/1004997019

Ms. Samiksha More
Doctor Colony
Manik Bag
Gadhinglaj-111111
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Samiksha,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|----------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 8-August-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 17939/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

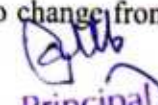
I. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)
Signature



02/08/2022

Shashikant Kaginkar

Dear Shashikant,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Aug 4, 2022 17:10 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



The Company will provide Group Life Insurance, Personal Accident Insurance and Hospitalization Insurance Coverage for yourself. The annual premium will be borne by the Company and is over and above your Annual fixed pay, mentioned above. Your spouse and maximum up to 2 children will be covered as per Hospitalization Insurance Policy of the Company.

Additionally, if you come within the purview of the Employee State Insurance Act 1948, you will be eligible for coverage as per the said Act. Your share of contribution along with the company's share of contribution will be remitted, as per the said Act.

1.6 Leave

You are entitled for 15 days of annual Leave per annum as per the Company's leave policy. In addition you will be entitled to a maximum of 12 working days of sick-cum-casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function: Delivery Services Group

Job Family: Service Delivery

Job Title (Internal): Senior Assistant Service Delivery Coordinator

Salary Grade: 51000813

2.2. Work Place

You are initially appointed to work in our office in Bangalore. You may be transferred or required to travel for the Company's business/training at the sole discretion of the Company.

2.3 Transfer

Though you have been engaged for a specific position, your services can be transferred by the company from one location to another, one department/entity to another. Your services can also be transferred to any of the company's subsidiary companies, associate companies, partners, affiliates etc. anywhere in India or abroad depending on the exigencies of business.

2.4 Retirement

You will retire from the services of the company on the last date of the month in which you reach the age of sixty. The date of birth as recorded at the time of employment will be reckoned for this purpose.

2.5 Notice for Separation/ Termination

- i. This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.
- ii. Your services can be terminated by either party by giving to the other, a notice of three months in writing (hereinafter referred to as 'Notice Period'). The Company however, reserves its right to terminate your employment with immediate effect by giving you Salary for three months in lieu of the Notice Period.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing. Your termination of employment without compliance with the Notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and /or claim damages equivalent to three month's Salary.

2.6 Conflict of Interest


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& D.S.Kadam Science College,
Gadhingraj, (Dist. Kolhapur)



July 28, 2022

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

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

Dear Suyash Desai,

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

Welcome to WILP!

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

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

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

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

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

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinlaj (Dist. Kolhapur)

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

Terms & Conditions of Scholarship

1. PROFILE:

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

2. DURATION:

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

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

3. Appointment details:

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

4. Scholarship/Stipend and Benefits

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

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

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

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

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

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

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

The below table lists down your scholarship details:

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

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

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



DIGITAL WEB ANALYTICS AND OPTIMIZATION

Offer Letter

Date: 16th June 2022

Dear Dipali Ashok,

It is our pleasure to inform you that upon assessment, we have found your skills and competencies to match our requirements. Accordingly, we offer you this opportunity to team with our company. You will be on the training period for the initial 6 months. During this period, you will be designated as an "Analyst Trainee". You will be paid Rs 15000. (Fifteen Thousand) as stipend during this period. Your joining date will be 16th June 2022.

Training/Confirmation: You will be on a training period for 6 months. After training an assessment will be done & based on your performance & assessment your services will be confirmed with the company in writing. You will have to sign up a bond with the company for 3.6 years (including a 6 month training period) on the very first day of joining.

Period	Post	Gross Salary	Remarks
6 Months	Trainee	15,000 PM	Applicable with 3.6 Years Bond
1st year - Post confirmation	Junior Analyst	5,65,000 Per Annum.	Applicable with 3.6 Years Bond
2nd year - Post Confirmation	Analyst	6,85,000 Per Annum	Applicable with 3.6 Years Bond
3rd year- Post Confirmation	Analyst	8,55,000 Per Annum	Applicable with 3.6 Years Bond

Please find the detailed (first-year post-confirmation) CTC break-up in Annexure 1.

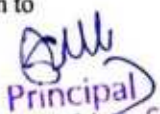
Note: * After your confirmation, a minimum amount of Rs 3600 will be deducted as PF, this is as per the government guidelines.

* Monthly in hand subject to Income Tax deduction based on investment declaration provided. The actual pay-out will be based on the employee's last drawn Basic Salary.

11ac incentive amount will be given to you after completion of the bond period of 3.6 years with Digital Web Analytica and Optimization LLP.

During the training period your services can be terminated without any notice period from the company side and without any reasons whatsoever. In the post-training period you will be confirmed in the present position, and thereafter your services can be terminated on three months notice period on either side. During the bond period, if you do not continue your employment with the company, then you shall, on-demand, pay the company a sum which is equivalent to your oneyear CTC. You must deposit three post-dated cheque equivalents to your three-year CTC respectively. You have to submit 2nd postdated cheque equivalents to your second year CTC before the expiry of 1st cheque. You must submit 3rd postdated cheque equivalents to your third year CTC before the expiry of 2nd cheque.

After completion of 1-year post training the cheque of Rs 5.65 LPA will be return to you, cheque of 6.85 LPA will be return to you after completion of 2 years post training, cheque of 8.55 LPA will be return to you after completion of bond period.


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Document ID: HR/TA/Entry Level Declaration Form /Temp/0007

Declaration Form – JL2

Document Type: Templa

Infosys®

DECLARATION FORM

I __Asavari Vaiju Bharamgavde__ hereby declare that I have been briefed on all the points mentioned below.

Agreed (Y/N)

- I am flexible to work in **any shift** and ok with **any 2 offs** (not necessarily Sat & Sun) during the week. Holidays would be process specific and may not necessarily fall on Indian festivals and holidays. ☐
- I am medically fit to **work in any shifts** as per business requirements. ☒
- I am **willing to work in any process** as selected during the time of interview. I understand that during the course of employment, my process can be changed at any point of time as per the business requirements. ☐
- I am willing to relocate within India as per business requirements. ☐
- I understand that the offer/ employment will be valid only if I am residing within Infosys BPM **transport boundary**, as defined by the Infosys transport guidelines. ☒
- I am aware that leaves can be availed only on the completion of my **probation period** of six months of service with the company, and within the probation period leave can be availed only for a personal contingency or a medical emergency. I understand that this leave has to be duly recommended & approved by the trainer / manager (as applicable). I am also aware that no leave will be granted for any examination within this period. ☐
- I understand and confirm that, to be eligible for applying a job in Infosys Group Companies, I should have completed decided tenure (as applicable based on company's policy) with satisfactory performance based on goals and objectives. ☐
- At present I have **not enrolled** for any full time / part time education program and will not be enrolling for any such program in the coming 6 months. ☐
- I have clearly understood the structure of the **compensation** offered to me and I am aware that my take home salary during training will not include voice and shift allowances and I agree to the same. Voice allowance will be applicable only if I'm allocated to a voice process. ☐

**DECLARATION FORM**

I Sheetal Prakash Gondhali hereby declare that I have been briefed on all the points mentioned below.

Agreed (Y/N)

I am flexible to work in **any shift** and ok with **any 2 offs** (not necessarily Sat & Sun) during the week. Holidays would be process specific and may not necessarily fall on Indian festivals and holidays.

☐ N

I am medically fit to **work in any shifts** as per business requirements.

☐ Y

I am **willing to work in any process** as selected during the time of interview. I understand that during the course of employment, my process can be changed at any point of time as per the business requirements.

☐ Y

I am willing to relocate within India as per business requirements.

☐ Y

I understand that the offer/ employment will be valid only if I am residing within Infosys BPM **transport boundary**, as defined by the Infosys transport guidelines.

☐ Y

I am aware that leaves can be availed only on the completion of my **probation period** of six months of service with the company, and within the probation period leave can be availed only for a personal contingency or a medical emergency. I understand that this leave has to be duly recommended & approved by the trainer / manager (as applicable). I am also aware that no leave will be granted for any examination within this period.

☐ Y

I understand and confirm that, to be eligible for applying a job in Infosys Group Companies, I should have completed decided tenure (as applicable based on company's policy) with satisfactory performance based on goals and objectives.

☐ Y

At present I have **not enrolled** for any full time / part time education program and will not be enrolling for any such program in the coming 6 months.

☐ N



Offer: Computer Consultancy
Ref: TCSL/DT20218794172/Pune
Date: 29/01/2022

Ms. Meenakshi Ramesh Desai
163 Mangale Galli,
Hanimnal,
Gadhinglaj-416502,
Maharashtra.
☎# 91-9322018794

Dear Meenakshi Ramesh Desai,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218794172

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No. 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021


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& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



July 28, 2022

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

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

Dear Vinayak Patil,

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

Welcome to WILP!

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

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

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

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

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

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

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

Terms & Conditions of Scholarship

1. PROFILE:

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

2. DURATION:

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

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

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=WILP_Enrollment_Letter_Template_2022&user=257966199&item=8... 1

Principal
Shriwaj College of Arts, Commerce & Science
8-D.S. Kadam Science College,
Gadhinlaj (Dist. Kolhapur)



Greetings from Edunet Foundation.

4 messages

Neerajkumar S Sathawane <nsathawane@edunetfoundation.org>

16 May 2022 at 19:03

To: "pathanbulandshaha15@gmail.com" <pathanbulandshaha15@gmail.com>

Cc: "aamir.saifi@crofarm.com" <aamir.saifi@crofarm.com>, Vaibhav Ostwal <vaibhav@edunetfoundation.org>, "Ratna Kumar I.G." <ratna@edunetfoundation.org>, Ajay Verma <ajay@edunetfoundation.org>, Nitin Tyagi <nitin@edunetfoundation.org>

Dear Pathan Sir,

As per our discussion, we have scheduled the physical placement drive for graduate students. Following are the details:

Company : Otipy

Website : www.otipy.com

Role: Management Trainee (Business Development)

Compensation: 20k Monthly In Hand (During MT Program - 6 Months)

Compensation: 24k Monthly In Hand (Post MT Confirmation)

Qualification: Graduate/ PG (Any)

Joining: Immediately

Location: Mumbai

Drive Date : 20 May 2022 at 9 AM

Place : Shivraj College Of Arts, Commerce & D. S. Kadam Science College, Gadhinglaj, Dist- Kolhapur – 416502.

In collaboration with : Edunet Foundation - TechSaksham Program. An initiative supported by Microsoft & SAP.

For more details contact: Prof. Pathan Sir – 982241131.
detailed JD is attached with this mail.

TPO Details:

Prof. Pathan Sir – 982241131- pathanbulandshaha15@gmail.com

HR Details :

Aamir Saifi- 97111 70337- aamir.saifi@crofarm.com

Organizing partner Edunet Foundation:

Prof. Neerajkumar Sathawane - 9595497402- nsathawane@edunetfoundation.org

@ Pathan Sir- Please share the JD with all the nearby colleges and make it a pool campus drive.

Regards,

Prof. Neerajkumar S Sathawane

Head Placement (MH & Central India) +91-9595497402

Edunet Foundation - TechSaksham Program

An initiative supported by Microsoft & SAP

Web : www.edunetfoundation.org

To
K.S. Desai / Pathan
Placement Cell
30.5
2022

2 attachments

-  CROFarm_Business Development Executive.pdf
196K
-  PPT_Otipy_Business Development Executive.pdf
3205K

Aamir Saifi <aamir.saifi@crofarm.com>

16 May 2022 at 23:52

To: Neerajkumar S Sathawane <nsathawane@edunetfoundation.org>, Sandeep Kumar <sandeep.kumar@crofarm.com>
Cc: pathanbulandshaha15@gmail.com, Vaibhav Ostwal <vaibhav@edunetfoundation.org>, "Ratna Kumar I.G." <ratna@edunetfoundation.org>, Ajay Verma <ajay@edunetfoundation.org>, Nitin Tyagi <nitin@edunetfoundation.org>

+Sandeep Kumar

[Quoted text hidden]

2 attachments



Aamir Saifi <aamir.saifi@crofarm.com>

19 May 2022 at 15:16

To: Neerajkumar S Sathawane <nsathawane@edunetfoundation.org>
Cc: "pathanbulandshaha15@gmail.com" <pathanbulandshaha15@gmail.com>, Vaibhav Ostwal <vaibhav@edunetfoundation.org>, "Ratna Kumar I.G." <ratna@edunetfoundation.org>, Ajay Verma <ajay@edunetfoundation.org>, Nitin Tyagi <nitin@edunetfoundation.org>, Sandeep Kumar <sandeep.kumar@crofarm.com>

Hi Mr. Pathan,

As discussed, we will be conducting a recruitment drive on Wednesday 25th May 2022.

We will be a panel of 3 members from Otipy to conduct interviews. Will be sharing the complete plan asap.

Regards

Aamir

[Quoted text hidden]



A crofarm initiative

Aamir Saifi
Human Resources

+91 97111 70337
aamir.saifi@crofarm.com



Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College
Gadhinglaj (Dist. Kolhapur)



Aamir Saifi <aamir.saifi@crofarm.com>

27 May 2022 at 14:15

To: pathanbulandshaha15@gmail.com

Cc: Vaibhav Ostwal <vaibhav@edunetfoundation.org>, "Ratna Kumar I.G." <ratna@edunetfoundation.org>, Ajay Verma <ajay@edunetfoundation.org>, Nitin Tyagi <nitin@edunetfoundation.org>, Sandeep Kumar <sandeep.kumar@crofarm.com>, Neerajkumar S Sathawane <nsathawane@edunetfoundation.org>

Hi Mr. Pathan,

We would like to thank you & the entire team of Shivraj College for the kind of experience we had on campus during our recruitment drive. It was really good & well coordinated.

As discussed, please find below the list of shortlisted candidates in Priority list 1

Request you to please share their earliest date of joining so that we can roll out their offer accordingly.


P 1				
S. No	Name	Contact Number	Role	Date of Joining
1	Bhosale ShubhangiSagar ✓	7020272161	Customer/ Partner Support	Immediately
2	Shashikant Kaginkar	8408867067	Warehouse Executive	June
3	Pranav Jagannath Mangale ✓	9370322307	Packing Executive	June
4	Shirolkar Prajakta Vilasrao ✓	7387790743	Key Account	June
5	Ashiya Sanadi ✓	9075199701	BTL/ Offline Sales	Immediately
6	Amulya M Hulloi ✓	7798169306	BTL/ Offline Sales	June
7	Digesh Ganpati Jadhav ✓	9969623425	BTL/ Offline Sales	June
8	Digvijaysinh Ravindra Bhosle ✓	7387344634	BTL/ Offline Sales	June
9	Jayashree Tanaji Ubare ✓	7249045463	BTL/ Offline Sales	June
10	Pravin Kothavale ✓	9130969216	BTL/ Offline Sales	June
11	Kiran Pundlik Patil ✓	9673508047	BTL/ Offline Sales	June

Looking forward to meeting you soon again.

Regards

Aamir

[Quoted text hidden]


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

HRD/InfosysBPM/1004997050

July 29, 2022

Ms. Vaishnavi Walaki
At post Nilaji
tal- Gadhinglaj
Kolhapur-111111
India



STRICTLY PRIVATE & CONFIDENTIAL

Dear Vaishnavi,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|----------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 8-August-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 17939/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

Principal

Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj.(Dist. Kolhapur)

Date: 28/06/2022

Intent to Offer

Dear Harshada Jathar,

Syntellect ID: ASBE202021244272

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

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

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

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- c) You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

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

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

Principal

Shivraj College of Arts, Commerce,
& D.S. Kadam Science College
Gadhinglaj (Dist. Kolhapur)

Atos



For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Principal

Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

Encl: Annexure

ANNEXURE A**SALARY DISTRIBUTION**

Name:	Harshada Jathar	
Designation:	Associate Consultant	
Band & Grade:	GCM 1	
Pay and Allowance	Monthly	Yearly
Basic Pay	10,042	1,20,500
Basket of Allowances (BOA)	4,679	56,148
Gross Pay & Allowances	14,721	1,76,648
Provident Fund (PF)	1,471	17,652
Statutory Bonus	2,558	30,700
Statutory & Retirals Benefits	4,029	48,352
Cost to Company (OTE)	18,750	2,25,000


Principal
 Shivraj College of Arts, Commerce,
 & D.S. Kadam Science College,
 Gadhinglaj. (Dist. Kolhapur)



Atos

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills - your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

July 13, 2022

Letter of Intent

HEXAWARE

Pranav Chandrakant Yesade
Shivraj College Arts Commerce and DS Kadam Science College, Kolhapur
Kolhapur



Dear Pranav Chandrakant Yesade

We congratulate you on being selected for our "Graduate Trainee - WILP program"

This is a customized scholarship and working program that will enable you to obtain an M.Tech degree from BITS Institute of Technology and Science (BITS), Pilani.

On joining, you will be enrolled in our Preparatory program conducted by our Corporate University to prepare you for work in real-time projects. On successful completion of this program, you will be enrolled in the BITS Work Integrated Learning Program (WILP).

During the four-year academic program, you will be entitled to remuneration as detailed below.

Period	Scholarship (INR Per Month)	ESIC (Company Contribution) (INR per month)	Total Remuneration (INR per month)
The first year of Work Integrated Learning Program (WILP)	19000/-	618	19,618/-*
Second-year of WILP	21000/-	683	21,683/-*
Total Cost to Company (INR Per Annum)			
Third-year of WILP	Rs.3,25,000*		
Fourth-year of WILP	Rs.3,82,000*		

*You will be responsible for payment of all statutory contributions, taxes, dues, and levies as applicable under different Acts, including the ESIC Act.

You will be required to sign a service agreement for 60 months from the date of joining. Your date of joining will be intimated later. You will receive formal letter of scholarship/appointment with all the terms and conditions at the time of joining.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to careersconnect@hexaware.com confirming your interest in joining Hexaware.

Truly Yours,

For Hexaware Technologies Limited	Accepted
Monica Mathur	Candidate Signature and Date
Monica Mathur Vice President-Asia Pacific Recruitment	Pranav Chandrakant Yesade

Principal
Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No-152, Millennium Business Park, Sector - 44, A Block, TTC Industrial Area,
New Mumbai - 400710. Tel: +91 22 6791 9595, Fax: +91 22 6791 9500
E-Mail: careersconnect@hexaware.com URL: www.hexaware.com



Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+2e2b8-98dd25ee10@talent.icims.com>
Reply to: Campus HR Team <wipro+email+2e2b8-98dd25ee10@talent.icims.com>
To: jayraj.sj99@gmail.com

Thu 28 Oct, 2021 at 12:23 PM

October 28, 2021

Dear Jayraj Shinde,
Resume Number - 22025625

Based on our discussion with you, we would like to inform you of our intent to offer you the role of **Scholar Trainee- Work Integrated Learning Program** which will be in Career Band **WASE/WIMS** of the organization.

The stack for this role is detailed below. Do reach out to us should you have any clarifications.

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

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

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,
For **Wipro Limited**,

Apama Shailen
General Manager - Human Resources

This message was sent to jayraj.sj99@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=672222025625&contactId=13724044>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



CISF



CENTRAL INDUSTRIAL SECURITY FORCE
(Ministry of Home Affairs)

CISF UNIT ONGC MUMBAI
CISF UNIT ONGC MUMBAI
BUILDING NO. 12, NEW POLICE LINE
MAHIM (WEST)
MAHARASHTRA-400016

E-32023/CISF/ONGC(M)/RECTT/CT(GD)-2018/2021 626

Dated:11-05-2021

To,

No. 7203720462
DALAVI ROSHAN ASHOK
S/o ASHOK
Vill- BADIYACHIWADI, PO- BADIYACHIWADI,
Teh- GADHINGLAJ, Distt- Kolhapur, State-
MAHARASHTRA, PIN- 416502.

Subject: RECRUITMENT OF CONSTABLE/GD IN CENTRAL INDUSTRIAL SECURITY FORCE :
OFFER OF APPOINTMENT

Reference your selection to the post of Constable/GD in Central Industrial Security Force.

2. You have been provisionally selected for appointment as Constable/GD in CISF on the following terms and conditions:-

- i. You will draw the pay in the Pay Matrix Level-3, Rs.21700-69100.
- ii. Your appointment will be subject to the conditions given in the Agreement Form, which will be required to be filled at the time of reporting at

RTC RTC MUNDALI
KHARAVELA RECRUIT TRAINING CENTRE MUNDALI,
ORISHA
Nearest Airport:- BHUBANESWAR
Nearest railway station:- CUTTACK
Nearest bus Depot:- CUTTACK

- iii. You will be on probation for a period of two years.
- iv. The Appointing Authority may discharge you from service at any time during the period of probation, if in their opinion, your work or conduct during this period is considered unsatisfactory, or shows that you are not fit for permanent appointment.
- v. You will be considered for confirmation in service on your successful completion of probation and if you are found fit in every respect for confirmation.
- vi. It should be understood that your appointment is subject to any change in the Recruitment Rules framed from time to time and that you will have no claim for compensation in consequence of any such change. Further you will be subjected to the provisions of Central Industrial Security Force Act, 1968 (50 of 1968) and Central Industrial Security Force Rules, 2001 as amended from time to time.
- vii. You are liable for transfer to any station in the Union of India.
- viii. You are liable to be employed at any place within or outside India.
- ix. You are liable to serve in NSG, SPG or any other Force of the Country in the broader interest of National



JOIN INDIAN NAVY

Directorate of Manpower
Planning & Recruitment
C WING
IHQ-MoD(Navy)
Sena Bhawan,
New Delhi 110011



23 Dec 21

CALL LETTER FOR FINAL MEDICAL EXAMINATION FOR ENROLMENT IN THE INDIAN NAVY

Dear Avdhoot Prakash Patil,

1. This is to inform you that you have been provisionally selected for recruitment in the Indian Navy for SSR February, 2022 batch. Your enrolment will be subject to your clearing the final medical examination and various tests (Screening, Entry Behavior test, etc.) being conducted for the particular entry as applicable, on arrival at INS Chilka.
2. You are to report to the Recruiting Office, INS Chilka on 09/02/22 06:30 hrs.
3. You have been appointed against your registration number **G2900794NL**.
4. Your present selection will stand cancelled and you will have no claim for enrolment in the Indian Navy, on any of the following grounds:
 - (a) If you are found medically unfit.
 - (b) In case you fail to report on the date and time mentioned at Para 2 of this letter.
 - (c) Failure to bring with you the documents/ items mentioned in the joining instructions.
 - (d) Particulars not matching with the information provided in the Original Documents.
5. Please get your Pre-Enrollment police verification certificate completed, duly signed by police authority, and bring the same to INS Chilka.
6. All candidates are to compulsorily carry COVID-19 RT-PCR tested negative certificate (issued by State/District Medical Authorities) not more than 96 hours old before reporting at INS Chilka. COVID-19 protocols to be followed by candidates during induction as mentioned in joining Instructions.
7. Your basic training at INS Chilka will cover the following:
 - (a) Academic and service subjects.
 - (b) Sports Activities.
 - (c) Outdoor training such as Parade Training, Sailing, Boat Pulling, Swimming, CrossCountry, Trekking, Firing etc.
 - (d) Service oriented activities including maintenance of equipment, living spaces, training areas etc.
8. You are liable to be discharged as 'unsuitable' if your progress or conduct is unsatisfactory in any field during probationary / training period, in accordance with Regulation 278 (4) of the Regulations for the Indian Navy Part III (Statutory).
9. Post enrolment during the period of training and thereafter, if certain diseases/ ailments are detected which were not detected during preliminary and final medical, you will be invalidated out from the service through a Medical Board as per current orders.
10. During your training period and thereafter, you will be entitled to full pay and allowances, free uniforms, food and accommodation. On completion of training you will be entitled to the laid down services and benefits as provided for, in the regulations. Your service conditions will be governed by current orders.

Warning against Impersonation

Candidates' identity will be verified using technological means and biometrics. If impersonation is detected, concerned candidates will be disqualified at any stage of selection, training or service and debarred from further selection opportunities. Also, candidates involved will be prosecuted under IPC Sections 420 (Cheating), 467 (Forgery of valuable security), 468 (forgery for cheating) and 471 (using genuine as forged).

NOTE:

1. This is a computer generated report and does not require signature.
2. Please download the joining instructions for further action.



June 8, 2021

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

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



Dear Rohit Hongekar,

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

Welcome to WILP!

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

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

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

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

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

Yours sincerely,
Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Endorsement

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

Terms & Conditions of Scholarship

1. PROFILE:

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

PRINCIPAL

Shivra College of Arts, Commerce & P.S. Kadam Science College, Gadhinlaj, Dist. Kollam



Ravi Khot <ravikhot0909@gmail.com>

Fwd: Infosys Off-campus Recruitment Drive: Congratulations! You have a job offer

Snehal Arbole. <snehalarbole7@gmail.com>
To: "ravikhot0909@gmail.com" <ravikhot0909@gmail.com>

Wed, Sep 29, 2021 at 7:54 PM

----- Forwarded message -----

From: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>
Date: Mon, Aug 23, 2021, 8:35 AM
Subject: Infosys Off-campus Recruitment Drive: Congratulations! You have a job offer
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>



Hello!

Thank you for participating in our off-campus recruitment drive.

Congratulations! You have cleared the interview round to receive a final job offer for Operations Executive role. The compensation for this role is INR 2.2 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

You will soon hear from us about the next steps of the process.

In case of any queries, please contact your placement office or to write to us at talent.acquisition@infosys.com. Infosys off-campus recruitment drive related queries sent to any other Infosys email address will not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition
Infosys

Principal
Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

September 1, 2021

HRD/2T/1001975600/21-22

Ms. Akanksha Deshmane

477

At post Uttur, tah- Ajara, dist- Kolhapur

Kolhapur-416 220

India



Ph: +91-7420881527

Dear Akanksha,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

 **RICHARD LOBO****EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.09.01 20:24:46 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED**CIN: L85110KA1981PLC013115**

44, Infosys Avenue

Electronics City, Hosur Road

Bangalore 560 100, India

T 91 80 2852 0261

F 91 80 2852 0362

askus@infosys.com

www.infosys.com

September 1, 2021

HRD/1001975600/21-22

Ms. Akanksha Deshmane

477

At post Uttur, tah- Ajara, dist- Kolhapur

Kolhapur-416 220

India

Ph: +91-7420881527



Dear Akanksha,

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

Here are the terms and conditions of our offer:

Training

Your scheduled date of employment with us will be **25-Oct-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.



000000

Offer: Computer Consultancy
Ref: TCSL/DT20217553660/Mumbai
Date: 05/07/2021

Mr. Adil Salim Naikwade
4009, Opp. Shetkari Sangh Petrol Pump, Sankeshwar Road Gadhinglaj Market Yard.
Opp. Shetkari Sang Petrol Pump.
Gadhinglaj-416502,
Maharashtra
Tel# -

Dear Adil Salim Naikwade,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade YG. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS. This offer will be automatically withdrawn.

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20217553660

TATA CONSULTANCY SERVICES
TCS


PRINCIPAL
Shivraj College of Arts, Commerce & D.S. Kadam Science College, GADHINGLAJ (Dist. Kolhapur)

2065, Durvankur Niwas, Sai galli, Indiranagar, Uttur
2065, Durvankur Niwas, Sai galli, Indiranagar, Uttur
Kolhapur-416220
India

Company Confidential - This communication is confidential between you and Infosys Limited



November 17, 2021

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

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



Dear Omkar Patil,

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

Welcome to WILP!

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

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

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

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

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

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

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

Terms & Conditions of Scholarship

1. PROFILE:

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

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic

with your scholarship at the beginning of the semester. The allowance will be subject to tax. Book allowance is applicable only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be found in the policy section on the WILP portal.



4. Training Agreement:


- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. Technical Class Room training will be for a period of 1.5 months and practical experience and training will be for the next 58.5 months. The Company invests on your behalf for the cost of the training. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever, before the completion of 60 months from the date of joining, the training expenses of Rs. 75,000/- (Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

5. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

6. Regulations of Academic study:

- i. You will be enrolled for M Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work / dissertation in your final semester. This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
- xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.

- 
- xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.
 - xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams any of the registered courses in that semester.
 - xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
 - xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
 - xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
 - xix. The 8th semester of study is fully devoted for dissertation / project work
 - xx. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation
 - xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
 - xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
 - xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
 - xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty / University would be final and binding.
 - xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
 - xxvi. On successful completion of the study, you will be eligible to receive the M. Tech degree from the collaborating University, in recognition of your successfully completing the course.
- Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

- xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M. Tech degree program. Scholar trainees being students of the WILP, are not entitled for the issuance of any experience letter in case they discontinue the WILP for what so ever is the reason. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity

7. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and 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 Head / Manager of WILP Academy
- ii. 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.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.

- b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with a competitor, supplier or any customer with whom you have a connection.
- c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
- d. Any existing employee and/or student of WILP to become associated with, or perform services for any third party.



- iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

8. OBLIGATION AND RESPONSIBILITIES:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings 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 Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, 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 WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association 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 or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

9. CONFIDENTIALITY:

- i. 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 Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, 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 Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) 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 Wipro.

10. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, 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). You shall comply with the Policies of Wipro in relation to Intellectual Property.

**11. Posting**

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

12. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.
- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

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

13. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one month's (30 days) notice or one month's scholarship/stipend in lieu of notice.

14. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. Normally, your "Project work" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45 minutes lunch interval.
- iii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iv. The full day lecture sessions will be held at any of Wipro's other establishments/outourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- v. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training) and Self-Directed / Recorded lecture sessions.

15. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter 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.

- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between you and Wipro relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from working under this agreement. 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.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.



16. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment, as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

17. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same 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 enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Omkar Patil, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

13-Sep-2021



Dear Nikhil Balkrushna Palkar,
B.Sc. Computer Science
Shivraj College Arts Commerce and DS Kadam Science College, Kolhapur

Candidate ID – 16731934

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 251,999/-. This includes an annual target incentive of INR 12,000/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.284,111/-. This includes an annual target incentive of INR 12,000/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

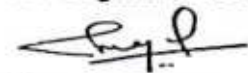
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

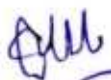

PRINCIPAL
Shivaraj College of Arts, Commerce
& D.S.Kadam Science College,
GADHINGLAJ (Dist.Kolhapur)



Shivraj College, Gadhinglaj

Placement Report 2019-20

Year	Sr No	Name Of Student Placed & Contact Details	Program Graduated from	Name of the Employer with Contact No	Pay Package at Appointment
2019-20	1	Kesarkar Sourabh	B.C.S	Infosys	2,05,000
		7057414207 9420776833			
	2	Shinde Manish	B.C.S	TCS, Infosys, Wipro	1,93,000
		9075772257 9923127092			
	3	Morbale Sourabh	B.C.S	TCS, Infosys	2,00,000
		8600422279 7875926223			
	4	Patil Poonam	B.C.S	Aerotech, TCS	1,90,000
		9970222676			
	5	Chavan Prachi	B.C.S	Infosys	2,00,000
		8805376251 9922804604			
	6	Sawant Prathmesh	B.C.S	TCS, Infosys	1,93,158
		9146129322 9975702681			
	7	Patil Sakshi	B.C.S	Wipro/TCS	1,90,926
		8669511375 7875522746			
	8	Kiledar Tejaswini	B.C.S	Wipro/Cognizant	2,51,999
		8308579441 9823984373			
	9	Toukari Prajakta	B.C.S	Infosys	2,20,000


Principal
 Shivraj College of Arts, Commerce,
 & D.S. Kadam Science College,
 Gadhinglaj, (Dist. Kolhapur)

8:13



Acceptance of TCS Offer Letter

Inbox



TCS Recruitment - Entry L... 27 Jan



to me ▾

Dear ANUJA DESHMUKH,,

Thank you for accepting our offer of employment.

We look forward to having you on-board Team TCS

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

=====

Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message

WELCOME LETTER

Dear

Reshmi Vishnu Yedunath

1. This is with reference to your application and interview for employment in TELEPERFORMANCE DIBS.
2. We intend to appoint you as CVR in operations department to be based at Bangalore on the terms and conditions as mutually agreed upon at the time of interview. Standard letter of appointment shall be issued to you after joining the company.
3. As discussed, your monthly CTC would be Rs. 1.95 LPA - enclosed annexure II for reference.
4. You are requested to report at our Bangalore office by _____ in case you do not report by the stipulated date, the offer letter shall stand withdrawn without further reference to you.
5. Please submit the documents which are enclosed here with in the annexure - I on the day of joining.

PROBATION PERIOD EMPLOYMENT TERMS

1. Salary will be due only after the successful completion of the training period i.e. 30 days. During the training period i.e. first 30 days from your date of joining your performance will be evaluated and if the performance is found not satisfactory your training would be discontinued and you shall be termed as unsuccessful candidate for our organization.
2. You will be required to work in shifts applicable to your category as per the requirements of the company.
3. Your appointment is applicable subject to you being medically fit for carrying out the respective call center duties like making/receiving telephone calls etc.
4. You can be assigned to any activity, any shift and any process whether inbound/outbound (voice) or Web based.
5. You will not be eligible for any kind of leave during your probation period.
6. Your appointment is subject to satisfactory verification of your background and credentials and submission of the above mentioned documents while joining.
7. All the decisions related to the above will be at the sole discretion of the management of the company.
8. You will be governed by other rules & regulations of the company as may be in force from time to time and will be passed on to you for your reference.

Note: As per GECSP & GDPR policy, a new hire will be terminated, if he/she get fail in the GECSP & GDPR quiz after 3 attempts during the induction/OIT phase.

- Offer letter will be issued upon submission of all relevant documents on or before DOJ.

For TELEPERFORMANCE DIBS

Sowmya Seetharamaiah
Sr. Manager - Human Resources

I accept the terms and condition

Name

Date

ANNEXURE - I (Documents to be submitted at the time of joining)

1. Identity Proof Documents (Any one proof mentioned in the below list, along with original for verification)
All Identity Proof Documents should be valid and with photograph of the applicant.

1	Driving License
2	Aadhaar Card is Mandatory*
3	Passport
4	Pan Card
5	Voter's Identity (Election) Card
6	Bar Council/Indian Medical Association's Card/Senior Citizen Card

2. Address Proof Documents (Any one proof mentioned in the below list, along with original for verification)

1	Passport
2	Aadhaar Card is Mandatory
3	Driving License (Valid)
4	Latest telephone bills from any telephone service providers and mobile service providers
5	Ration Card
6	Registered Lease/ Leave and License Agreement in own name / PG bill receipt

3. Date of Birth Proof: Date of Birth Certificate (with Name)/10th Std. Marks Card
4. Latest Education Certificates - SSLC, PUC, Diploma, Degree and Postgraduate/Etc.
5. Experience documents
Offer letter
Last 3-months pay slips
Relieving / Experience letter
Resignation acceptance mail.

6. PAN Card

7. Photographs (White background Only)

4 Passport Size

2 Stamp Size

[Signature]
Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

[Signature]



Ref. No. – 1361551
Abdulwahid Rafiqahmad Desai
Pune,
Pune,
411014
26-November-2020

LETTER OF INTENT

Dear Abdulwahid,

Please refer to your application for a suitable position in our organization and subsequent discussions you had with us. We are pleased to offer you the position of **Process Associate** in our organization on the terms and conditions agreed.

You are requested to report to the HR Department for your joining formalities on **28-November-2020** at 11:00 AM. Please carry all the mandatory documents as mentioned in the attached list for completing your pre-joining formalities. Please note your joining will not happen in the absence of any of the mandatory documents.

Address :- IGT Solutions Pvt. Ltd., Mantri Business Park, WING A, Ground Floor, Nagar road Pune 411014, Near Pachwa Mail Bus Stand

Your offer has been made based on information furnished by you. However if there is any discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review your offer of employment.

The detailed appointment letter will be issued to you at the time of joining and your effective date of joining will be 28-November-2020.

Please sign the duplicate copy of this offer letter as a token of your acceptance.
Please share your consent with this

We welcome you to the IGT Family & wish you all success.

Thanking you,

Yours sincerely,
For IGT Solutions Pvt. Ltd.

Rahul Sinha
Chief People Officer



LIST OF DOCUMENTS TO BE CARRIED FOR PRE-ONBOARDING

You are requested to bring the following mandatory documents (Original & Photocopies) on the day of Pre - Onboarding:

Work Experience

For Last Company

Date of joining proof (any one)

Appointment Letter
Salary slip for the first month
Bank Statement showing salary credit for the first month
Relieving Letter with tenure mentioned

Last working day proof (any one)

Relieving Letter
Resignation Letter
Copy of Resignation email

Salary Proof (any one)

Last 3 months Salary Slip
Appointment letter with salary annexure
Last 3 months' Bank Statement showing salary credit

For all previous Work Experience shown (Experience without supporting documents will not be considered)

Date of joining proof (any one)

Appointment Letter
Salary slip for the first month
Bank Statement showing salary credit for the first month
Relieving Letter with tenure mentioned

Last working day proof (any one)

Relieving Letter
Resignation Letter
Copy of Resignation email

Non Graduates

Education Proof

10th standard Marksheet or Passing Certificate
12th standard Marksheet or Passing Certificate

Graduates & above (including 10th & 12th)

Graduation or Post Graduation Certificate
All semesters or final year consolidated Mark sheet
Diploma Certificate (should be equivalent to Graduation)

Other Documents

ID Proof - PAN Card or Driving license or Voter's ID

Address Proof - Driving License or Telephone / Electricity bill or Voter ID

or Bank account statements or Aadhaar Card or Rent Agreement

UAN (Universal Account Number)/PF no. Mentioned on your salary slip if PF is deducted

Photographs - Five latest Passport size colored photographs

Principal

Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



Note All the above stated documents are to be brought on the day of Pre Onboarding, failing which your joining will be cancelled.

Your offer has been made based on information furnished by you. However, if there is any discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review your offer of employment.

CTC DETAILS

Name	Abdulwahid Rafiqahmad Desai	Designation	Process Associate
Date Of Joining	28-November-2020	Cost Centre Name	Clear Trip Voice Pune - Training
Core Skills	BPO-Voice	Cost Centre Code	BPO-00129-02-02
Reporting Manager	Sagar Pardeshi	Notice Period	30

SALARY STRUCTURE

Your Annual CTC is 216,000.00 for which the monthly calculation is given below:

COMPONENT	MONTHLY (IN RS.)	ANNUAL (IN RS.)	REMARKS
PAYROLL			
Basic	9000	108000	
HRA	5987	71844	
Special Allowance	0	0	
Ex-Gratia	1400	16800	
Total Payroll Salary (A)	16,387.00	196,644.00	
Employee's Contribution			
Provident Fund	1080	12960	
ESI	123	1476	
EWf	25	300	
Total Deductions	1,228.00	14,736.00	
Take Home Salary	15,159.00	181,908.00	
Employer's Contribution			
Provident Fund	330.00	3960	
Pension Fund	750.00	9,000.00	
ESI	533	6396	
Mediclaime	0	0	Self, Spouse & 2 Children
Total Salary	18,000.00	216,000.00	
Potential Earnings			
	Minimum	Maximum	
Attendance Incentive		0	
Performance Incentives		0	
TOTAL Potential Earnings		0	

Remarks

- Tax implications arising out of this structure would be borne by you.
- As per organizational requirement, you must be willing to work in 24*7 work environment.
- For any training you might be required to devote 6 days in a week.
- If you are joining after 18th of the month the salary would not be credited on the 1st day of subsequent month.
- All benefits enumerated are subject to specific rules governing its operation.
- Gratuity should be payable as per payment of "Gratuity Act, 1972" (Govt. of India)



I have understood and accepted the above.

IGT Solutions Pvt Ltd, Mantri Business Park, WING A, Ground Floor, Nagar road Pune 411014, Near Pachwa Mail Bus Stand


Srinivas P. S. Commerce,
& D.S. Kulkarni College,
Gadhingiaj. (Dist. Kolhapur)



OFFER LETTER

eStomi/Appt/2021027

Date: April 01, 2021

Dear Swati Patil,

It is with immense pleasure that we extend this offer of employment to you as **Junior ITSM Consultant**. The terms and conditions of the same are enclosed and upon acceptance of this offer, you would be required to join our Nippani office on or before **April 15, 2021**.

The Compensation and Benefits applicable to you is as per the Annexure 2. The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.

We welcome you on board and we look forward to this association between you and the Company to be mutually satisfactory and rewarding. Your career is of utmost importance to us and we will ensure that we provide you with ample opportunities to learn and enrich yourself while at work.

Terms and Conditions of Employment

1: Working Hours: Your working hours will be the working hours of the office and or client's place from which you operate. There may be occasions when you may have to work beyond the stipulated hours due to the exigencies of the Company's business and additional compensation on that account may be considered based on customer or your manager's feedback.

2: Discipline: You will be governed by the Service Rules and Regulations etc. as are in force from time to time. You will submit yourself to the orders of the company and the Officer and authorities under which the Company may from time to time place you. You will abide by the Employee Code of Conduct applicable to all employees in the company. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct", misconduct shall include but be not limited to reasonable suspicion of, disloyalty, commission of any act involving moral turpitude, any act of indiscipline, inefficiency or lower performance as compared to other employees of your category. The Company reserves the right not to pay any pro-rata salary either in such occurrences.

3: Notice Period: You will be on probation period for the first 3 months. The notice period on either side during probation and post probation will be 3 months. In case of severance of service before the stipulated notice period, employee will pay the 'notice pay' in lieu thereof. In case of termination the Company will pay the pro rata 'notice pay' to you. During the notice period, you shall not take leave without the prior consent of your supervisor. Though it is compulsory to serve the notice period, under unavoidable situation, it would be reporting manager's discretion to release the employee during the notice period even if the employee is willing to pay the difference amount to the company.

In the event, the Company terminates your employment; the Company may at its sole option decide to relieve you before the expiry of the notice period by without paying your salary in lieu of the notice period. In the event of termination of your employment, the Company shall be entitled to offset payment of any pro-rated allowance advances, etc., against salary due and to withhold amounts that may be required by the relevant authorities.

On termination of your employment with the Company, you shall comply all the terms and conditions of termination under this Agreement including fulfilling your obligations under Section 4 (Separation). In the event, you resign from the Company; you shall diligently perform your duties during your notice period according to good industry standards. In case the Company feels that you are under performing during the notice period, the Company may at its sole option decide to

relieve you before the expiry of your notice period and recover consultancy fees for the non-served notice period. In the event you leave the Company in violation of this Section 5 and this Agreement in general, then the Company shall have the right to issue you a relieving letter with reservations and qualifications.

4. Separation: On separation, you will immediately give up to the Company before you are relieved all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items. You will also return to the Company all the assets given to you for official and/or personal use as per the various policies/schemes applicable to you as a part of your Compensation & Benefits. This would not apply to those assets or items, which are obligatory for you to buy under the concerned schemes. You will also agree that you will not perform any activities that will malign eStomi and its Management, Board or team's reputations during or post-employment with eStomi. Prior to leaving, you shall co-operate with the Company in completing and signing the Company's termination statement. It is clarified that the termination statement does not constitute a relieving letter issued by the Company.

5: Adherence to rules and regulations: During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify from time to time, the rules and regulations, as it deems fit.

6: Transfer: Your services shall be transferable to any branches of the Company, or associate companies or any other company with which this Company may arrive at an understanding or agreement for transfer of your services. On such transfer you will be governed by the Service Rules & Regulations and all other working conditions, terms of service as in force from time to time in that branch and or company.

7: Company Assets: If during, the course of your employment with this Company, you are provided with company assets, you shall maintain the same in good working condition and you shall return the same to this Company prior to your ceasing to be in employment of the Company. Any dues to be paid by you on your ceasing to be in employment is liable to be withheld by the Company if the said items so provided by the Company are not returned to the Company, apart from the Company's right to proceed against you as per provisions of law.

8: Outside Employment: You will not engage yourself or undertake any other gainful employment, business or activity either part time or full time, directly or indirectly or simultaneously as long as you are employed with the Company.

9. Conflict of Interest: If any transaction with the Company involves conflict between your personal interest and the interest of the Company in dealings with suppliers, customers, and any other organization or individuals doing or seeking to do business with the Company, you are required to inform the Company in writing about the nature of such conflict of interest so that the Company could protect its right and address the transaction suitably.

10. Non-Compete: While you are employed by the Company, you will devote your entire business time and efforts towards the Company's business and interests, and you will apply your best degree of professional, technical and administrative skills and experience and work diligently.

You will not, whether on your own behalf or on behalf of any other person, firm, Company or organization, without prior written consent of the Company, during your employment with the Company and for a period of two years from the date of termination of your employment, (a) directly or indirectly, engage in, as an employee, associate, consultant, proprietor, partner, director or otherwise, or have any ownership interest in, or participate in any business of a kind dealt in, produced, marketed or sold by the Company in the ordinary course of business (b) directly or indirectly, engage in, as an employee, associate, consultant, proprietor, partner, director or otherwise, or have any ownership interest in, or participate in any business with any person, firm, Company, or organization who have been customers of the Company during your employment with

the Company or who is a prospective customer of the Company with whom the Company was/is in discussions or negotiations. You agree to compensate the losses to eStomi if you engage with them directly or indirectly within 2 years after exiting from eStomi. You agree not to work on OTRS, directly or indirectly, for 2 years after separating from eStomi. You agree to immediately delete all the source code or material that you may have been in possession during employment on your last working day at eStomi and assure that it has/had not been replicated by you for any further usage. The parties acknowledge that these obligations are essential to the overall agreement between the parties hereto and that it is in pursuance of the mutual benefits of the parties under this Agreement.

11: Non-Solicitation: You shall not for a period of two years after resignation or termination or retirement from the Company, solicit employment or business from persons/clients of this Company, directly or indirectly. Also, you shall not leverage in competing with the Company, directly or indirectly. You agree to ethically abide by this clause and understand that you may be liable for legal prosecution for such deeds.

12: Leave: You will be entitled to 12 working days of leave per calendar year, subject to the company leave policy.

13: Confidentiality, [non-compete agreement]: You are required to strictly maintain confidentiality of and not to divulge or communicate in any manner any information regarding your terms of employment to any other person and in specific to other employees of this Company. Such disclosures will be viewed seriously, and you are liable for disciplinary action as per the rules of the Company.

14: Background Verification: The Company and or its designated company will conduct background verification on you and your services can be terminated without any notice if your background verification report is unsatisfactory.

15: Medical Fitness: You shall at the time of entering the service or latest within a week of joining, produce a medical certificate from a registered medical practitioner approved by the Company. Your employment is subject to your being medically fit throughout the period of employment with this Company.

16: Retirement: You will automatically retire from the services of the Company on attaining the age of 58 years. Any extensions granted thereafter will be at the sole discretion of the management.

We look forward to your accepting this offer and joining the eStomi family.

Warm Regards

Chetan Nagaonkar
Managing Director
eStomi Technologies Pvt. Ltd

I, **Swati Patil**, have read, understood and accepted all the Offer details. I understand that the terms and conditions listed are pre-conditions to my being offered employment with the Company. I am under no obligation to accept these terms and conditions of employment. I accept them on my own free choice and will.

Name

Signature

Date

Place


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

ANNEXURE 1

CONFIDENTIALITY AGREEMENT

During the course of carrying out business activities at eStomi, employees/consultant will be exposed to Intellectual Property and Confidential Information of eStomi, its customers, partners and those of former employers. It is only ethical to hold all such information with the highest level of confidentiality. This agreement binds employees to hold in strict confidence any information that they have gathered during their course of employment with the company and will not divulge to any person or persons including any organization(s) without the prior written approval of the company.

In the event an employee needing a discussion with an outside person this agreement shall be implemented in letter and spirit.

Confidential Information

Company Information: I agree at all times during the term of my employment and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company. I understand that "Confidential Information" means any Company proprietary information, intellectual property, technical data, trade secrets or know-how, including, but not limited to, research, product plans, products, services, non-public financial information, customer data, customer lists and customers (including, but not limited to, customers of the Company on whom I called or with whom I became acquainted during the term of my employment), markets, software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances or other business information disclosed to me by the Company either directly or indirectly in writing, orally or by drawings or observation of parts or equipment. I further understand that Confidential Information does not include any of the foregoing items:

- ☐ Which is already in the public domain; or
- ☐ Is made public by the Company; or
- ☐ Comes into the public domain otherwise than by reason of the default of the employees; or
- ☐ Is required to be disclosed by the employees pursuant to any law or judicial pronouncement; or
- ☐ Is received by the employee from third party having the right to disclose the same.

Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity and that I will not bring onto the premises of the Company any unpublished document or proprietary information belonging to any such employer, person or entity unless consented to in writing by such employer, person or entity.

Third Party Information: I recognize that the Company has received and in the future will receive from third parties their confidential or proprietary information subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and not to disclose it to any person, firm or corporation or to use it except as necessary in carrying out my work for the Company consistent with the Company's agreement with such third party.

Privacy I hereby acknowledge that Company is subject to certain privacy regulations, pursuant to which regulations the Company is required to obtain certain undertakings from I with regard to the privacy, use and protection of nonpublic personal financial information of the Company's customers or prospective customers. Therefore, notwithstanding anything to the contrary contained in this Agreement, I agree that I shall not disclose or use any Confidential Information except to the extent necessary to carry out its obligations under this Agreement and in accordance with applicable Privacy Laws;

Remedies I agree that the Confidential Information is provided me by the Company on trust and the breach of the my obligations relating such to Confidential Information shall be considered to be a breach of trust for which all the civil, tort law and criminal consequences thereof shall follow. I also acknowledge that a breach of any provision of this Agreement will cause the Company great and irreparable injury and damage, which loss cannot be reasonably or adequately compensated in damages in any action at law. Accordingly, I acknowledge that the Company shall be entitled, in addition to any contractual rights or other remedies it may have at law, to the remedies of injunction, specific performance and other equitable relief for a breach of any provisions of this Agreement; provided that in no event shall the assertion or existence of equitable remedies be construed under this Agreement as a waiver of any contractual rights while the Company may have hereunder or for damages or any other remedy at law.

Non- competition: During the term of my employment with the Company and for a period of two (2) years thereafter, I shall not, directly or indirectly engage in, as an employee, associate, consultant, proprietor, partner, director or otherwise, or have any ownership interest in, or participate in any business where such work involves the development or use of similar or identical intellectual property, technical data, know-how or trade secrets as that of the Company. However, this obligation is not a bar to maintain an ownership interest of not more than 2% in the shares of a public listed company or to continue to hold shares of an unlisted company that was issued prior to the date of this Agreement.

On Separation: I will return to eStomi after termination of my employment, all confidential information and materials of whatever nature in my possession, arising from my employment with eStomi.

I understand and agree that my obligations under this agreement shall extend beyond the date of termination of my employment with eStomi and shall be binding upon my heirs, assigns and legal representatives. I have read and fully understood this agreement.

Name: Swati Patil

Signature & Date

Place: Bangalore

ANNEXURE 2

Annual Compensation & Benefits Worksheet (All figures indicated in INR)

Department and Tile Details	
Name	Swati Patil
Title	Junior ITSM Consultant
Department	ITSM
Employee ID	2021027
Date of Joining	April 15, 2021

Total Cost to the Company Break-up			Per Annum Amount
Components			
Basic Pay			72,000
House Rent Allowance			28,800
Conveyance			9,600
Medical Reimbursement			15,000
Leave Travel Allowance			3,960
Statutory Bonus			6,000
Additional Benefits	Employer's PF Contribution	8,640	
Total Cost to The Company			1,44,000

NOTE:

- The Compensation and Benefits mentioned above is subject to Company Policy, Income Tax and Rules and other relevant statutes. The company reserves the right to modify, change or withdraw any of the Compensation & Benefit elements in compliance with statutory obligations or on review of the Company Policy from time to time.
- The performance payment is made once in a year after the completion of annual performance review, based on individual's contribution to the company, His/her Team Performance and individual performance. The detailed KRA would be set by the manager once the employee joins the organization.


I, Swati Patil, have read, understood and accepted all the Offer details. I understand that the terms and conditions listed are pre-conditions to my being offered employment with the Company. I am under no obligation to accept these terms and conditions of employment. I accept them on my own free choice and will.

Name

Signature

Date

Place


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

Dear Placement Cell and Prof. K S Desai,

Thank you for the opportunity provided to carry out a campus interview on 03-Jan-2020 at your premises. We are now glad to inform you that following candidates have been short listed by our organization for final interviews and Internship opportunity will be provided to further qualified candidates.

Name	Degree	Collage
Padmaja R. Patil	BCA	Shivaraj college, Gadhinglaj
Snehal C. Kurale	BCA	Shivaraj college, Gadhinglaj
Swati B. Patil	BCA	Shivaraj college, Gadhinglaj
Shridhar B Chougule	BCA	Shivaraj college, Gadhinglaj
Elvis N Fernandes	BCA	Shivaraj college, Gadhinglaj




Kindly make it convenient to let us have your consent and acceptance for below mentioned movement to go ahead with final internvews of shortlisted candidates;

- Candidates selected in final interviews will be offered as 'Technology Intern' and their role & offer details have been mentioned in the attached campus recruitment letter.
- Offered candidate shall join the fulltime internship programme from the joining date announced at the time of final interviews with NOC from the institute.
- These candidates shall sign the employment bond for 3 years as per the recruitment policy stated in the attached campus recruitment letter.
- Internship period, employment offer and remuneration details are described in the attached campus recruitment letter.
- The joinee interns will be permitted only for the mandatory visit to their institute (not more than 3 day) during their internship and they can attend their final examination as per the schedule defined by university/college.

The candidates selected for Intern ship offer will have to report us at our Nipani premises with the required documents to complete the recruitment formalities as per their scheduled joining date.

To
Prof. K.S. Desai
Stomi
18.1.2020


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

HRD/2T/1000977083/20-21

February 15, 2021

Mr. Sourabh Shashikant Kesarkar
At/Post Main Galli Kaulage Tal- Gadhinglaj
Dist- Kolhapur,
Gadhinglaj-416526
India



Ph: +91-7028621563

Dear Sourabh,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.


We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.02.15 15:45:17 IST
Reason: Digitally Signed
Location: Bangalore


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

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



Offer: Computer Consultancy
Ref: TCSL/DT20195983945/Pune
Date: 03/01/2020

Mr. Manish Ganapati Shinde
384Kasar Galli,
Shivaji Chowk,
Gadhinglaj-416502,
Maharashtra.
Tel# 91-9075772257

Dear Manish Ganapati Shinde,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

TCS Confidential
TCSL/DT20195983945

TATA CONSULTANCY SERVICES
The Consultancy Services Limited

Manish

1

Principal

Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



28-SEP-2020

Letter Of Appointment

To,
Mr. Saurabh Morbale
TCS - Chennai

Dear Mr. Saurabh,

Further to your acceptance of our offer letter vide TCSL/DT20195949948/- Chennai dated 16-Jan-2020 we are pleased to appoint you in our organisation in grade YG as Graduate Trainee.

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

You will be on Training for a period of 12 months from the date of your joining i.e. 28-SEP-2020 and will be confirmed thereafter, if found suitable, in a regular grade.

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

Your Associate number is 1845881.

Yours sincerely,
For TATA Consultancy Services Limited

VASUDEVAN RAJAGOPALAN
Head Talent Acquisition - India

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com

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

TCS Private & Confidential

Principal
Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



Shahrukh Kazi <shahrukh.kazi786@gmail.com>

Re: #Recruitment# || Interview Invite || 19th Dec || 1.30 PM

2 messages

Poonam Patil <poonampatil9652@gmail.com>

Fri, Jan 3, 2020 at 11:24 AM

To: shahrukh.kazi786@gmail.com



On Thu, 2 Jan, 2020, 10:19 AM Pravin Gondhali, <poonampatil9652@gmail.com> wrote:

On Sat, 14 Dec 2019, 5:15 pm Aishwarya G5, <aishwarya.g5@tcs.com> wrote:

Dear Candidate,**Greetings from TCS !!**

We are pleased to inform that you have been Short-listed for the TCS B.Sc Interview Process scheduled on **19th Dec 2019**

We would like to invite you to the Interview process as per the details provided below.

Interview Date : 19th Dec 2019**Reporting Time : 1.30 PM****Interview Venue : TCS Sahyadri Park Office, Hinjewadi Phase 3, Pune****Please note :**

The following criteria needs to be adhered to for participating in the Interview Process as per our guidelines already highlighted on our website: (Students not meeting the undermentioned criteria are not eligible for the interview process)

1. Candidate(s) must be from **2019 or 2020 batch** only
2. There should be **no backlogs** for 2019 batch candidates
3. Maximum of **2 backlogs** is allowed for 2020 batch candidates at time of interview
4. Gap should not exceed more than **27 months**.
5. Candidates **must have 50% or equivalent (5 CGPA)** & above in 10th, 12th, Diploma (if applicable) & Graduation

Extension of Education in highest educational qualification is **strictly not allowed**. (For eg : If a student completes his/her degree in more than 3 years, which is more than the stipulated time for completion of degree, due to any reason whatsoever, shall not be allowed)

The candidates are required to bring the following documents (in the same order) for the interview process mandatorily.

- **TCS Application form** (This can be downloaded from TCS Nextstep portal: <https://nextstep.tcs.com/campus/#/>)

- **Resume**



- 10th, 12th Marksheet (Photocopy)
- Diploma All Semester Marksheet - Photocopy (if applicable)
- UG / PG Marksheet (All Semester) - Photocopy
- Degree Certificate - Photocopy
- Pan Card - Photocopy
- Aadhar Card - Photocopy
- Experience Letter - Photocopy (if applicable)

*You are requested to carry a original government ID along.

Please note if you do not have Passport or Pan card you have to apply for the same. You may bring the application receipt of Pan card and Passport for the interview process. However please be informed that Passport and Pan card are mandatory for the joining formalities.

Let us know for any clarifications and support. Looking forward your support and cooperation.

Please note : We will not be able to change/reschedule the Interview date.


Thanks & Regards
Aishwarya Gupta
Recruiter - Campus Team
Talent Acquisition Group
Tata Consultancy Services
Rajiv Gandhi Infotech Park
Hinjewadi Phase III,
Pune - 411057
India
Ph No : 020 679 45137
Mail To : aishwarya.g5@tcs.com

=====

Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

Poonam Patil <poonampatil9652@gmail.com>
To: shahrukh.kazi786@gmail.com

Fri, Jan 3, 2020 at 12:58 PM


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



ARROWY
Tech Solutions



Arrowy Tech Solutions
Belagavi

OFFER LETTER

Ms. Poonam Patil

At/Post :Belewadikalamma

Tq: Kagal. Dist: Kholapur.

Dear Ms. Poonam Patil

Kindly refer to your application and the discussion we had regarding your appointment in **Arrowy Tech Solutions, Belagavi**. Your present designation will be **Junior developer**.

Presently your posting will be at our **Belagavi**. However, based on the needs of the company, you can be transferred to any branch, project site located anywhere in India or abroad.

Please indicate the date of your joining which should not be later than **01/01/2020**. We would like you to join **Arrowy Tech Solutions** at the earliest.

You are requested to submit the documents as per the Annexure at the time of joining.

A formal appointment letter will be issued on the terms and conditions as discussed between us on your joining **Arrowy Tech Solutions**, after receiving the receipt of your joining report from your branch / department.

Arrowy Tech Solutions |


Principal

Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



HRD/2T/1000687074/20-21

November 6, 2020

Ms. Prachi Shashikant Chavan

A/P Kaulage,

Gadhinglaj-416526

India

Ph: +91-8805376251

Dear Prachi,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2020.11.06 17:54:18 IST
Reason: Digitally Signed
Location: Bangalore


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

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



Offer: Computer Consultancy
Ref: TCSL/DT20195894572/Pune
Date: 03/01/2020

Mr. Prathamesh Tanaji Savant
Mata Pita Niwas Shivaji Lane, Kolhapur Main Road,
At Dr.J.P.Naik Statue,
Kolhapur-416220,
Maharashtra.
Tel# 91-9146129322

Dear Prathamesh Tanaji Savant,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

TCS Confidential
TCSL/DT20195894572

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tatra, Ground Floor, S No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nanman Point, Mumbai 400 021

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

Signature
Principal
Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



Offer: Computer Consultancy
Ref: TCSL/DT20217761952/Hyderabad
Date: 20/11/2021

Ms. Sakshi Sudhakar Patil
Vadarge Road, Manglewadi Navjyot Tarun Mandal,
Near Bsnl Office,
Gadhinglaj-416502,
Maharashtra.
Tel# 91-8600451842

Dear Sakshi Sudhakar Patil,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20217761952

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj (Dist. Kolhapur)



14-Jun-2021

Dear Tejaswini Killedar,
B.Sc., Computer Science
Shivraj college, Gadhinglaj

Candidate ID – 16896106

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **251,999/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



Ananda Ghatage <ananda2112@gmail.com>

**Re: Infosys Limited - Non-Engineering Campus Recruitment Program 2019 - Interview Invite Letter**

1 message

Prajakta Taukari <prajaktataukari@gmail.com>
To: ananda2112@gmail.com

Sat, Dec 7, 2019 at 10:08 PM

On Sat, Dec 7, 2019, 6:24 PM Graduates <Graduates@infosys.com> wrote:

Dear Prajakta Suhas Taukari,

We refer to your participation in our online test process for the role of "Operations Executive". We are pleased to invite you to participate in our Interview process on December 08th, 2019 at 09:00 AM.

• **REPORTING VENUE FOR THE INTERVIEW:**

KLS Gogte college of commerce
Tilakwadi, Belgaum,
Karnataka 590006

The eligibility criteria as below:

- Education Streams: BCA and B. Sc (Computer Science/ Electronics/ Mathematics/ Physics/ Statistics /IT related courses only)
- Criteria of Marks: Minimum 60% (Simple Average of all subjects, inclusive of languages, optional, etc.) in Class X, XII & Graduation
- Year of clearing graduation: 2020 only
- Candidate should have NO active/standing backlogs
- Should not have participated in the Infosys or Infosys Group Companies (including Infosys BPM) process in the past 6 months

Please make sure that you carry the following with you, else you shall not be admitted for the process:

- Hard Copy of this Interview Call letter.
- Hard Copy of resume - 1
- Carry 2 passport size photographs.
- College ID card or Any ID Proof Issued by Government (Only Original).
- Photocopy of class X, XII and Graduation mark sheets.

Yours sincerely,
Team Talent Acquisition
Infosys Limited

NOTE:

Infosys strives to recruit the best-in-class professionals through a stringent selection process that sets high standards on past academic performance, the selection test and the interview with equal weightage assigned to each of these stages. Disclosure of any portion of the test materials to anyone is a violation of Infosys' proprietary rights in the same and could have legal consequences.

Infosys has not engaged or authorized any party to provide any sort of tuition to help candidates to prepare for this test. We have also not released any copies of our test papers to the general public. In the event that anyone offers you copies of Infosys test papers, please be aware that these are not legally obtained and would be fakes. Please inform us of any offer to provide you with Infosys test papers or any other malpractice in this regard that comes to your notice.

Please note that there are fake job offers being made in the name of Infosys. Candidates who have posted their resumes in certain job portals and websites have been offered employment with us on the condition that they make a payment to

specified bank accounts.

Infosys does not take payment from candidates for employment purposes nor do we authorize vendors to recruit fresher's on its behalf. Infosys will not be liable for any kind of loss or damage incurred as a result of your dealing with such entities. If you receive any suspicious or fraudulent offers, email us at IC@infosys.com with 'Fraud' in the subject line.

By virtue of your application for employment with Infosys, you are certifying that all information that you have provided to Infosys as a part of your application for employment is indeed complete and accurate in all respects. There is a minimum academic eligibility criterion (in addition to other eligibility criteria of the Company) that you have to meet; please note that you have been called for this test on the basis of the academic scores and other information that you have mentioned during your online registration process. You acknowledge that any offer of employment that we might make to you would be based on our understanding that you have provided us with complete and accurate information. If the information provided by you is found at any time to be false, misleading or incomplete in any manner, we reserve the right to withdraw any offer of employment that may be extended to you, or to terminate your employment with us immediately, and without providing any notice or compensation whatsoever.


Principal
Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj. (Dist. Kolhapur)





Arrowy Tech Solutions
Belagavi

OFFER LETTER

Ms. Priti Siddhappa Bandi
At/Post :Bhadagav
Tq: Gadahinglaj,Dist: Kholapur.

Dear Ms. Priti Siddhappa Bandi

Kindly refer to your application and the discussion we had regarding your appointment in Arrowy Tech Solutions, Belagavi. Your present designation will be Junior developer . Presently your posting will be at our Belagavi Branch . However, based on the needs of the company, you can be transferred to any branch, project site located anywhere in India or abroad. Please indicate the date of your joining which should not be later than 01/01/2020. We would like you to join Arrowy Tech Solutions at the earliest.

You are requested to submit the documents as per the Annexure at the time of joining. A formal appointment letter will be issued on the terms and conditions as discussed between us on your joining Arrowy Tech Solutions, after receiving the receipt of your joining report from your branch /



Arrowy Tech Solutions



santosh manawadi <manawadis@gmail.com>

Fwd: Infosys Limited – Non-Engineering Campus Recruitment Program 2019 – Interview Invite Letter

message

Giridhar Ghatage <itzgiri05@gmail.com>
To: manawadis@gmail.com



Sun, Dec 8, 2019 at 9:06 AM

----- Forwarded message -----

From: **Giridhar Ghatage** <itzgiri05@gmail.com>
Date: Sat 7 Dec, 2019, 7:12 PM
Subject: Fwd: Infosys Limited – Non-Engineering Campus Recruitment Program 2019 – Interview Invite Letter
To: <Sagar_2429@rediffmail.com>

----- Forwarded message -----

From: **Graduates** <Graduates@infosys.com>
Date: Sat 7 Dec, 2019, 6:24 PM
Subject: Infosys Limited – Non-Engineering Campus Recruitment Program 2019 – Interview Invite Letter
To: itzgiri05@gmail.com <itzgiri05@gmail.com>

Dear Giridhar Ravsaheb Ghatage,

We refer to your participation in our online test process for the role of "Operations Executive". We are pleased to invite you to participate in our Interview process on December 08th, 2019 at 09:00 AM.

• **REPORTING VENUE FOR THE INTERVIEW:**

KLS Gogte college of commerce
Tilakwadi, Belgaum,
Karnataka 590006

The eligibility criteria as below:

- Education Streams: BCA and B. Sc (Computer Science/ Electronics/ Mathematics/ Physics/ Statistics /IT related courses only)
- Criteria of Marks: Minimum 60% (Simple Average of all subjects, inclusive of languages, optional, etc.) in Class X, XII & Graduation
- Year of clearing graduation: 2020 only
- Candidate should have NO active/standing backlogs
- should not have participated in the Infosys or Infosys Group Companies (including Infosys BPM) process in the past 6 months

Please make sure that you carry the following with you, else you shall not be admitted for the process:

- Hard Copy of this Interview Call letter.
- Hard Copy of resume - 1
- Carry 2 passport size photographs.
- College ID card or Any ID Proof Issued by Government (Only Original).
- Photocopy of class X, XII and Graduation mark sheets.

Yours sincerely,
Team Talent Acquisition
Infosys Limited

NOTE:

Infosys strives to recruit the best-in-class professionals through a stringent selection process that sets high standards on past academic performance, the selection test and the interview with equal weightage assigned to each of these stages. Disclosure of any portion of the test materials to anyone is a violation of Infosys' proprietary rights in the same and could have legal consequences.

Infosys has not engaged or authorized any party to provide any sort of tuition to help candidates to prepare for this test. We have also not released any copies of our test papers to the general public. In the event that anyone offers you copies of Infosys test papers,

Be aware that these are not legally obtained and would be fakes. Please inform us of any offer to provide you with Infosys test or any other malpractice in this regard that comes to your notice.

Please note that there are fake job offers being made in the name of Infosys. Candidates who have posted their resumes in certain job portals and websites have been offered employment with us on the condition that they make a payment to specified bank accounts.

Infosys does not take payment from candidates for employment purposes nor do we authorize vendors to recruit fresher's on its behalf. Infosys will not be liable for any kind of loss or damage incurred as a result of your dealing with such entities. If you receive any suspicious or fraudulent offers, email us at IC@infosys.com with 'Fraud' in the subject line.

By virtue of your application for employment with Infosys, you are certifying that all information that you have provided to Infosys as a part of your application for employment is indeed complete and accurate in all respects. There is a minimum academic eligibility criterion (in addition to other eligibility criteria of the Company) that you have to meet; please note that you have been called for this test on the basis of the academic scores and other information that you have mentioned during your online registration process. You acknowledge that any offer of employment that we might make to you would be based on our understanding that you have provided us with complete and accurate information. If the information provided by you is found at any time to be false, misleading or incomplete in any manner, we reserve the right to withdraw any offer of employment that may be extended to you, or to terminate your employment with us immediately, and without providing any notice or compensation whatsoever.




Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



Arrowy Tech Solutions
Belagavi

OFFER LETTER

Mr. Giridhar Ravsaheb Ghatage

At/Post : Hitani

Tq: Gadhahinglaj. Dist: Kholapur.

Dear Mr. Giridhar Ravsaheb Ghatage

Kindly refer to your application and the discussion we had regarding your appointment in **Arrowy Tech Solutions, Belagavi**. Your present designation will be **Junior developer**.

Presently your posting will be at our **Belagavi**. However, based on the needs of the company, you can be transferred to any branch, project site located anywhere in India or abroad.

Please indicate the date of your joining which should not be later than **01/01/2020**. We would like you to join **Arrowy Tech Solutions** at the earliest.

You are requested to submit the documents as per the Annexure at the time of joining.

A formal appointment letter will be issued on the terms and conditions as discussed between us on your joining **Arrowy Tech Solutions**, after receiving the receipt of your joining report from your branch / department.

Arrowy Tech Solutions |


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj. (Dist. Kolhapur)

Letter of Interest

To **Chetna Nagesh Bhuti**

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. ~~Before joining employment~~ of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPM.


For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678


Yours sincerely,


For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:


Raghavendra K
 Senior Vice President &
 Global Head- HRD


Signature:
Issuer's Name: Chetna Nagesh Bhuti
Issuer's Emp. No.: 281509


Name: Chetna Nagesh Bhuti
Date: 10/01/2019
Location: Kolhapur

INFOSYS BPM LIMITED
 (Formerly Known as Infosys BPO Limited)
 CIN: U72200KA2002PLC029313
 Plot Nos. 26/3, 26/4 and 26/6
 Hosur Road, Electronics City
 Bengaluru - 560 100, India
 T: 91 80 2852 2405
 F: 91 80 2852 2411

Ref No. : Atos Manual / 2022

State Street Syntel Services

A State Street and Syntel Company

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

Date: 18-Aug-2022

Ms. Minal Jaywant Rajgole
A/P-Hidadugi, Tal- Gadhinglaj, Hasur Sasgiri,
Dist- Kolhapur 416506

Dear Minal,

Subject: Employment Letter

We are pleased to inform that you have been selected for employment with State Street Syntel Ser Pvt Ltd as **Officer KPO (CCM)**. Your total emoluments are **Rs. 194000/-** per annum and are described in "Annexure A". Your salary/emoluments shall be kept strictly confidential, and you shall not disclose the same to any third party.

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

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

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

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

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

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

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

You are requested to report to duty in our office on **26-Aug-2022**, at **9.30 am** at the following address: **Unit S-4, Training Room No-1, A-Wing, Plot No B-1, Software Technology Park, MIDC Talawade, failing which this employment offer shall be considered null and void.**

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

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

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

Yours sincerely,
For StateStreet Syntel Ser Pvt Ltd,

Antony Kumar
Deputy General Manager

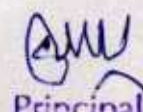
Encl: Annexure A - Remuneration Details; Annexure B - Terms and Conditions of Employment; Annexure C - Acceptance Copy.

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

20/08/22 Date & Signature (Minal)

Block S-5 Plot No. B-1, MIDC Software Technology Park, Talawade, Tal - Haveli, Pune-411062, India, Tel 020-30615000/40701000

Registered Office: 2nd Floor, Building No 4, Raheja Mindspace, Airoli Navi Mumbai - 400708, India. T. +91 22 6704 6402


Principal

Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

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Dear Candidate,

Sohani Sharvan Vijay - 180,000

Dx info Systems Pvt. Ltd. is excited to bring you on board as a software programmer. You were our top candidate out of all candidates in the campus.

The organisation is offering a full time position for you as a software programmer, reporting to executive officer starting on [proposed start date] at Sangli location. Expected hours of work are 48 hours weekly (8 hours per day).From starting date, 45 days of training period allocated to you.

Got questions? Feel free to email us or call.

Thanking You.

Dx info Systems Pvt. Ltd, Sangli.

- Documents Required:

1. Resume
2. Aadhar Card/PAN Card Xerox for address details
3. 10/12th original mark list
4. Last year original mark list
5. 2 ID size photos

*These all documents are keeping with you when you join as a trainee.

Plot no 46, South Shivaji Nagar,
Near Reliance Mall, Sangli 416 416
+ 0233 - 2372649
✉ hello@dxinfosystems.com <http://www.dxinfosystems.com>



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Nakre Parja Vairju. - 1,80,000/-

Dx info Systems Pvt. Ltd. Sangli.

1. Resume
2. Aadhar Card/PAN Card Xerox for address details
3. 10/12th original mark list
4. Last year original mark list
5. 2 ID size photos

Plot no 48, South Shivaji Nagar,
Near Reliance Mall, Sangli 416 416
0233-2372649
hello@dxinfosystems.com <http://www.dxinfosystems.com>



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Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj. (Dist. Kolhapur)



2:49 पे पे ँ पे

* 4G 81%

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Dear Candidate,

- Gaikwad Akshay Vasant - 180000/-

Dx info Systems Pvt. Ltd. is excited to bring you on board as a software programmer. You were our top candidate out of all candidates in the campus.

The organisation is offering a full time position for you as a software programmer, reporting to executive officer starting on [proposed start date] at Sangli location. Expected hours of work are 48 hours weekly (8 hours per day).From starting date, 45 days of training period allocated to you.

Got questions? Feel free to email us or call.

Thanking You.

Dx info Systems Pvt. Ltd. Sangli.

- Documents Required:

1. Resume
2. Aadhar Card/PAN Card Xerox for address details
3. 10/12th original mark list
4. Last year original mark list
5. 2 ID size photos

*These all documents are keeping with you when you join as a trainee.

Plot no 46, South Shiwaj Nagar,
Near Reliance Mall, Sangli 416 416
0233 - 2372849
hailo@dxinfosystems.com <http://www.dxinfosystems.com>



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Fit screen



Enter Browser



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20195048687/Pune/BPS/BTN
Date: 20/06/2019

Mr. Kiran Kallappa Patil
Ap Bhadgaon Tal. Gadhinglaj Main Road
Shintre Galli
Kolhapur-416502
Maharashtra
Tel# -

Dear Mr. Kiran Kallappa Patil,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **14,250/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

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

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

TCSL Confidential

TATA CONSULTANCY SERVICES

TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000, e-mail corporate.office@tcs.com, website www.tcs.com

Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021.


Principal
Shivraj College of Arts, Commerce,
& D.S.Kadam Science College, 1
Gadhinglaj, (Dist. Kolhapur)



Offer: Business Process Services
Ref : TCS /2020-21/BPS-BPO1/1830908
Date: 09-Dec-2020

Ms. Laxmi Phutane
Pune

Sub: Letter of Offer and Terms of Employment

Dear Laxmi Phutane,

We are pleased to inform you that upon your successful completion of the traineeship, in terms of clause 1 under the heading "Terms of Traineeship" in our "Offer of Traineeship", you are absorbed in the regular employment of the company at the position of Process Associate in Grade BPO1 with effective from 01-Dec-2020 at TCSL, Pune on the following terms and conditions.

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

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

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20195049102/Pune/BPS/BTN
Date: 30/09/2019

Ms. Punam Annaso Ghadekar
703 Sankeswar Road
Bugate Aler
Bugate Aler-591313
Karnataka
Tel: 91-9620138199

Dear Ms. Punam Annaso Ghadekar,

Sub: Letter of Offer and Terms of Traineeship

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

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

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

TCSL Confidential

TATA CONSULTANCY SERVICES

TCS House, Ravindra Road, Pune, India
Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 e-mail: care@tcs.com website: www.tcs.com
Registered Office: 9th Floor, TCS Building, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 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892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000, 1001, 1002, 1003, 1004, 1005, 1006, 1007, 1008, 1009, 1010, 1011, 1012, 1013, 1014, 1015, 1016, 1017, 1018, 1019, 1020, 1021, 1022, 1023, 1024, 1025, 1026, 1027, 1028, 1029, 1030, 1031, 1032, 1033, 1034, 1035, 1036, 1037, 1038, 1039, 1040, 1041, 1042, 1043, 1044, 1045, 1046, 1047, 1048, 1049, 1050, 1051, 1052, 1053, 1054, 1055, 1056, 1057, 1058, 1059, 1060, 1061, 1062, 1063, 1064, 1065, 1066, 1067, 1068, 1069, 1070, 1071, 1072, 1073, 1074, 1075, 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1906, 1907, 1908, 1909, 1910, 1911, 1912, 1913, 1914, 1915, 1916, 1917, 1918, 1919, 1920, 1921, 1922, 1923, 1924, 1925, 1926, 1927, 1928, 1929, 1930, 1931, 1932, 1933, 1934, 1935, 1936, 1937, 1938, 1939, 1940, 1941, 1942, 1943, 1944, 1945, 1946, 1947, 1948, 1949, 1950, 1951, 1952, 1953, 1954, 1955, 1956, 1957, 1958, 1959, 1960, 1961, 1962, 1963, 1964, 1965, 1966, 1967, 1968, 1969, 1970, 1971, 1972, 1973, 1974, 1975, 1976, 1977, 1978, 1979, 1980, 1981, 1982, 1983, 1984, 1985, 1986, 1987, 1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153,



1. Health Insurance Scheme

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

- a) **Domiciliary Cover:** This is a provision to cover the cost incurred towards any domiciliary treatment up to a specified limit for each insured person per annum.
- b) **Base Cover:** This is a provision to cover the cost incurred on hospitalization treatments up to a specified limit for each insured person per annum.
- c) **Floater Cover:** This benefit covers the hospitalization expenses incurred over and above the basic hospitalization cover limit. This is a family floater cover for you and your enrolled dependents.

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

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

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

2. Professional Memberships:

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

TCSL Confidential

TATA CONSULTANCY SERVICES

ICS House Ravelline Street, Madurai - 625 001 India

Registered Office: 1st Floor, Normal Building, Macao, P.O. Box 40000, 4001.



Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the employment and this offer will be automatically withdrawn. Post acceptance of TCSL offer letter if you fail to join on the date provided in the TCSL joining letter, the offer will stand automatically terminated at the sole discretion of TCSL.

Yours Sincerely,

RB Thompson



Click here or use a QR code scanner from your mobile to win a car or a holiday

TCSL Confidential

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TCS House 43, 4th Floor, 11th Street, Anna Nagar, Chennai 600 042
 Tel: 044-278 0999 Fax: 91 22 6778 9000 e-mail: cs@office-tcs.com website: www.tcs.com
 Registered Office 4th Floor, 11th Street, Anna Nagar, Chennai 600 042



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

Yours Sincerely,

For Tata Consultancy Services Limited

R. B. Sigamoria

Rustom Beheram Sigamoria
Head Talent Acquisition, TCS Business Process Services



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

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No TCSL/DT20184219014/Pune/BPS/BTN on _____ (DD/MMM/YYYY).

Signature:

Name:

Date:

TCS Confidential

TATA CONSULTANCY SERVICES

2

TCS House Raveline Street Mumbai 400 001 India

Tel: 022 6778 9999 Fax 91 22 6778 9000, e-mail corporate.office@tcs.com, website www.tcs.com

Registered Office: 9th Floor Narman Building Narman Point Mumbai 400 021



Ravi Khot <ravikhot0909@gmail.com>

Fwd: Deloitte| Letter of Intent Confidentiality and Waiver Agreement

Shubhangi Godse <shubhangigodse73@gmail.com>
To: ravikhot0909@gmail.com

Tue, Oct 5, 2021 at 7:28 PM

Hello Sir,

Please find attached offer letter from Deloitte.

----- Forwarded message -----

From: **Patel, Manankumar** <manapatel@deloitte.com>

Date: Wed, Jun 12, 2019 at 12:43 PM

Subject: Deloitte| Letter of Intent Confidentiality and Waiver Agreement

To: shubhangigodse73@gmail.com <shubhangigodse73@gmail.com>

Cc: Pandey, Gautam <gpandey@deloitte.com>, Ved, Dipali <dived@deloitte.com>, Chaturvedi, Devika <dchaturvedi@deloitte.com>, Valjee, Salima <svaljee@deloitte.com>



Congratulations on your appointment
Please respond to the Letter of Intent

Dear Shubhangi,

On behalf of DTTILLP (the "Employer" or "Company"), we are pleased to share with you the Letter of Intent to appoint you as an **Associate Analyst in Consulting Technology: SAP**.



You are requested to provide us a signed copy of "Letter of Intent" (attached herewith) **latest by 13th June, 2019 - 12.30 noon**.

A detailed offer letter, describing the terms of your employment and related contingencies, will follow post your acceptance of this Letter of Intent.

We have also scheduled some relevant training courses for you, from 17 June to 9 August 2019. This training is subject to the non-disclosure agreement that is the first part of the Letter of Intent. Please read the terms and conditions thoroughly before accepting the same.

The training program is divided into two parts and will help you sequentially meet your learning objectives.

1. **Online training:** The online training aims to impart foundation level technical knowledge through virtual, self-paced courses.
2. **Classroom training:** The classroom training aims to build deep, domain-specific knowledge, based on the business's requirements.

Program commencement schedule:

Online training (Four weeks)	17 June - 12 July 2019	<ul style="list-style-type: none"> You will receive an email from with the details of your login ID and password. Start working on the courses as per the schedule and complete the assigned learning in the stipulated time.
Classroom training (Four weeks)	15 July - 9 August 2019	<ul style="list-style-type: none"> A customised classroom training program will be conducted in the location designated to you.

Please do write to us in case you have any queries.

Regards,
Talent team



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➔ **Deloitte_LETTER OF INTENT CONFIDENTIALITY AND WAIVER AGREEMENT 12062019.pdf**
167K



Ref: TCSL/DT20184969926/1219487/Pune

Date: 22 July 2019

MS. MAYURI SHANKAR POWAR
Raghushankar Nivas Mugali null,
Gandhinagar Road, Gadhinglaj,
Maharashtra-416551.
Tel# 919527263719

Sub: Joining Letter

Dear Ms. Mayuri Shankar Powar,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **19th August 2019** and your training location is **Pune**. This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services
Plot No. 2 & 3, MIDC-SEZ,,
Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Maharashtra, India,
Pune, Maharashtra-411057.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Ms. Sanyukta Ambedkar
Phone: 02067945042
Email Id: sanyukta.ambedkar@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Ref No: 21656307

21-Jul-2022

Mayuri Powar



Dear **Mayuri**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Associate - Projects** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be **Pune**.

Your annual total compensation will be **INR 699,996**. This includes an annual incentive target of **INR 45,000**. This amount may vary depending on individual and company performance. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered 36 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **10-Oct-2022**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited** ("Cognizant"),



Ardeshir R Dastur

AVP – Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

June 6, 2021

HRD/2T/1002026171/21-22

Ms. Namrata Fadataré
Near Chaloba Temple
Basarge Bk
Kolhapur-416506
India



Ph: +91-7028409358

Dear Namrata,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.06.06 15:43:20 IST
Reason: Digitally signed
Location: Bangalore

INFOSYS LIMITED

CIN: L85110KA1981PLC013115

44, Infosys Avenue

Electronics City, Hosur Road

Bangalore 560 100, India

T 91 80 2852 0261

F 91 80 2852 0362

askus@infosys.com

www.infosys.com



Ravi Khot <ravikhot0909@gmail.com>

Re: TCS Joining Letter

Ankita Ghevade <ankitaghevade2201@gmail.com>
To: "ravikhot0909@gmail.com" <ravikhot0909@gmail.com>



Mon, Oct 4, 2021 at 12:36 PM

On Mon, 22 Jul, 2019, 12:41 PM TCS Recruitment - Entry Level, <recruitment.entrylevel@tcs.com> wrote:

Dear Ankita Manohar Ghevade

Ref: TCSL Offer of Employment

Welcome to TCS-Asia's largest IT services, business solutions and outsourcing organisation.

To equip you with an enriching career in the IT industry, we have planned your Initial Learning Program (ILP) from 19TH AUGUST 2019 at Pune.

Address of ILP Centre:

TATA CONSULTANCY SERVICES

Plot No. 2 & 3, MIDC-SEZ,

Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Maharashtra, India

Pune 411057, Maharashtra

Contact Person: Ms. Sanyukta Ambedkar

Tel No.: +02067945042

You can download your joining letter, annexure and other relevant documents from NextStep - TCS Campus Portal (Log on <https://nextstep.tcs.com>). Please use your DT Ref ID and password to access this site.

You can access the following link to complete the joining formalities.

<https://nextstep.tcs.com> >> ILP CORNER

In addition to the above details, you also need to complete the below activities before your joining date:-

1. Initiate BGC
2. Fill in Background Check form (BGC) form
3. Upload and confirm necessary BGC documents
4. Fill in the Nomination Forms

You can access the following link to initiate and complete the BGC formalities.

<https://nextstep.tcs.com> >> ILP CORNER>>Joining Letter

We look forward to having you on-board Team TCS !

In case of any queries or clarifications you can contact us at xplora.support@tcs.com or 1800-209-3111 (toll free).

Warm Regards,
TCS Xperience
Talent Development

=====

Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

Date: 19 Jun 2019

Ms Ankita Anil Suthar
A P Gijavane Tal Gadhinglaj Kolhapur
Maharashtra 416502
Employee No: 1641115

Dear Ms Ankita Anil Suthar

OFFER OF EMPLOYMENT

We are pleased to offer you employment in our Organization Teamlease Digital Pvt Ltd., (hereinafter "Teamlease" or "The Company"), as CSR subject to the following terms and conditions:

1. Your employment with Teamlease will involve deputation to our Client/s, where you will render services to our client, at their premises, subject to the terms and conditions mentioned below and in accordance to the instructions received by you from us or any other authorized person and you will be bound by our rules and regulations. Your date of Joining would be 19 Jun 2019. Your Annual CTC would be Rs. 252000.00/-PerAnnum(Two Lakh Fifty Two Thousand rupees only PerAnnum).

2. Your deputation to our client/s may be extended from time to time, as decided by Teamlease for specified duration and location. During the tenure of your deputation, you will continue to be an employee of Teamlease and your compensation and applicable allowances shall be paid by the Company.

3. You hereby agree to be liable for the following terms and conditions:

- Fully perform the services, in a professional manner, at the Client's location/s until the completion of the term of the work assignment/ deputation.
- During the term of the work assignment, you shall render services exclusively to the Client, you are deputed to and in the discharge of your duties, and you shall not have any third party obligation, whatsoever.
- During the term of your employment, you will be a whole-time employee of the Company and will neither seek nor accept to be employed or engaged in any manner whatsoever, directly or indirectly with any third party either in India or abroad, in any other trade, business, profession or any other employment part time or full time anywhere, in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the Company in this respect shall be final and binding. Breach of this condition shall lead to termination of your services by the Company without any notice or compensation.
- You shall not engage in any conduct which is detrimental to the interests of the Client or Teamlease.
- You shall not receive payments of any nature directly or indirectly from the Client unless previously agreed to by Teamlease.
- You shall neither directly nor indirectly accept offers for employment with the Client and/or its affiliates during the period of your work assignment without prior written permission from Teamlease.
- You shall extend all cooperation to the Client's employees, consultants, representatives, etc., and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively and efficiently discharge your work.
- You shall during the course of your employment, you can be transferred to any location within the territory of India or outside India as and when required by Teamlease or its client for executing the services provided herein. Report and be present at the designated location during working hours and abide by the rules and regulations as required by the Client and Company.
- You shall comply with the safety, health and other rules and regulations of the client establishment and Teamlease.

4. You agree to defend, indemnify and hold Teamlease or its Client/s harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.

5. You shall not engage in any act subversive of discipline in the course of your duty/ies for the client within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company reserves the right to initiate disciplinary action as is deemed fit against you.

6. Any dispute between you and Teamlease shall be referred to a sole arbitrator appointed by Teamlease. The arbitration shall

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be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

7. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize Teamlease to make all salary payments required to be made to you by Teamlease, which may include reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

8. You will be entitled to employer's contribution to Provident Fund and ESI, if and as applicable, as amended by the Government, from time to time. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, Teamlease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

9. Proprietary & Confidential information, and Non-disclosures :

- You hereby acknowledge that by reason of your services with the Company and/or your deputation to its Client/s, you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources.
- Such information or documents received by you shall be deemed privileged, classified and confidential information. You shall not, other than with prior written consent of the client or Teamlease, during or after expiry of your employment or termination, disclose any confidential information directly or indirectly to any person, firm, company or third party and shall use such information only for the purposes of carrying out your work at the said client organization. The confidential information includes, but is not limited to, Teamlease or the client's business/es, technical and non-technical information, research project, work in process, future developments, marketing and customer support strategies; financial information including sales, costs, profits and pricing methods; internal organization, employee and/or customer lists and the client's technology including discoveries, trade secrets, inventions, research and development efforts, firmware, designs, schematics, techniques, manufacturing processes, hardware/software (regardless of media) design and maintenance tools, and hardware/software product know-how and show-how, and all derivatives, developments, improvements and enhancements.
- You shall not claim ownership to any of the work which were created or developed by you, partially or wholly, during the course of your deputation with the client/s. Teamlease and/or its Clients, as the case may be, shall retain exclusive ownership and rights for work products resulting from the services rendered by you during your employment. Confidential information shall also include information marked 'Confidential' or 'Proprietary' or 'Classified'.
- You shall not disclose, reproduce or use any confidential information for any purpose except solely in connection with your performance during the course of your employment/deployment and for no other purpose. Upon conclusion of your engagement by virtue of your resignation and its acceptance, or termination or project closure, you shall cease to use all confidential information and handover all copies of such information in whatever form, in your possession to the assigned representatives of the Client/Company.

10. You are expected to take proper care of the Client's Company's properties/assets entrusted to you and/or to carry out your work. In the event of your resignation/termination, you are obliged to return all the company's assets such as access/ID cards, documents, machines, data, files, books, laptop, data card, mobile phone (if provided by the company) in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor, or any other person nominated by the client's management for this purpose.

11. Separation: In the event you wish to leave the services of the Company, you will be required to give a clear written notice of 60 days to the Company OR salary in lieu thereof. You will be relieved from the services of the Company subject to your:

a. Handing over the project and knowledge transfer to the client's assigned representative/s in respect of the assignments handled by you.

b. Obtaining a "No Objection Letter" from the client as a confirmation of your having complied with (a) above.

You are bound to make good the loss suffered by the Company and/or Client and any other charges/liabilities the Company/client incurs, if you fail to give such written notice and complete the handover within the prescribed time as mentioned hereinabove. Should exigencies of business so dictate, the Company may require you to serve the entire or part of the notice period as mentioned above.

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12. The company reserves the right to have your background verified directly or through an outside agency. If, on such verification, it is found that you have furnished false/wrong information or concealed any material information, your services are liable to be terminated forthwith without any notice.

13. In addition to the terms of appointment mentioned above, your employment will also be governed by the standard employment rules of the Company. The combined rules and regulations contained in this letter and communicated to you through any associate policy handbook shall constitute the standard employment rules. You are required to read both of them in conjunction.

14. Addresses for communication: The address for service of notice and other official communication to the Company shall be the address of the Registered Office of the Company. The address of communication for service of notice and other official communication is the address set out as above and your present residential address, as per our records. In the event there is a change in your address, you shall inform the same in writing to the Company. The address last furnished by you shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

15. You are requested to submit attested photocopies of the following documents:

- Education Certificates - Mark Sheet and Degree / University Certificates of 10th Std, 12th Std, Bachelor's / Master's Degree
- Appointment / Salary Revision / Experience / Relieving letter of previous employers
- Last 3 months' pay slips
- Photo ID Proof, Address Proof, Date of Birth Proof
- Copy of resume
- Passport Copy, PAN Card Copy, Aadhar Card Copy
- Previous UAN No.
- Passport size photographs

We at Teamlease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy signifying your consent for having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send in the signed acknowledgement to our Bangalore Address, mentioned below. In the event, we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at Teamlease with the acceptance of your first salary from Teamlease will be conclusive proof of your acceptance in accordance of terms and conditions.

Teamlease neither accepts any consideration in the form of cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of Teamlease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the numbers provided to you.

Wish you all the best.

ENDORSEMENT

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

For Teamlease Digital Pvt Ltd

Accepted and Agreed


Ravi Vishwanath

Signature and date:

Name: ANKITA ANIL SUTHAR

(Authorized Signatory)

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Date: August 03, 2019

Mr. Avadhut Tukaram Yejare

Employee ID - _____

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear Avadhut Tukaram,

Following our discussion, we are pleased to extend an offer of full-time employment position with **Amdocs Development Centre India LLP** (hereinafter referred to as "Amdocs"), beginning on **August 19, 2019** (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "**Letter**").

1. **Commencement Date:** The formal commencement date of employment is the date you are added to the payroll of Amdocs. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
2. **Role:** Your role will be whole time **Associate Technical & Business Operations Analyst** however; Amdocs has a right to vary your role, position and/or department from time to time, according to the needs of Amdocs.
3. **Remuneration:** The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. Amdocs shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
4. **Probation:** The first **one (1) year** of your employment is considered as probationary period. During the probation period either party may terminate the employment by giving **thirty (30) days** prior notice and without the need to provide a reason. At the end of your probation period Amdocs reserves the right to extend your probation period for a further period or terminate your employment by giving **thirty (30) days'** notice to you. In the aforesaid two cases, Amdocs shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from Amdocs at the end of the probation period, your employment with Amdocs shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
5. **Place of Work:** The location of your employment will be the offices of Amdocs, **Pune, India**; however, Amdocs may require you to travel within India or overseas or may change the location of your employment, in accordance with Amdocs business needs.



6. **Amdocs Policies:** You agree to abide by all Amdocs's rules and regulations that now exist and may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining Amdocs or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
7. **Duties and Responsibilities:** You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with Amdocs's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
8. **No Alternate Employment:** Since it is a full-time employment arrangement with Amdocs, while in the employment of Amdocs, you are in no way allowed to be employed in any other organization on a permanent, temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of Amdocs. You shall comply with all directions given by Amdocs and faithfully observe all the rules, regulations, and arrangements applicable in this respect.
9. **Undertaking:** You shall not disclose any confidential information of Amdocs. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with Amdocs, shall vest with Amdocs absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by Amdocs. As a condition of your employment with Amdocs, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights and Non-Competition Undertaking, which shall constitute a part of your employment with Amdocs.
10. **Background Checks:** Your employment with Amdocs is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Amdocs reserves the right to perform background and reference checks at any time during your employment when Amdocs deems it necessary.
11. **Medical Checks:** Amdocs shall reserve the right to get you medically examined, vaccinated or inoculated by any registered medical practitioner at any time when Amdocs deems it necessary. Your employment with Amdocs shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by Amdocs. Further, in case of continuous absence due to ill health beyond three (3) months, Amdocs reserves the right to terminate your employment.
12. **Amdocs Right to Monitor:** Amdocs reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by Amdocs during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Amdocs equipment or premises cannot be presumed private.
13. **Accuracy of Information:** Your employment with Amdocs is based on the information and documents provided by you to Amdocs in the application form / personal data form and otherwise. Such offer shall, at the option of Amdocs, will be considered null and void and automatically withdrawn; if Amdocs believes at any time that there is an error or willful



suppression of the information or documents provided by you. Should you have already joined Amdocs, Amdocs reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

- 14. Restrictions on Harassment and Discrimination:** You hereby acknowledge that it is unlawful and against Amdocs's policy to sexually harass any person or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation.. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.
- 15. Non-Disparagement:** During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Amdocs, or the employees, officers or directors of Amdocs that are reasonably likely to cause damage to any such entity or person.
- 16. Supporting Documents:** You are requested to submit the following to HR Department along with the acceptance of Terms and Conditions of employment with Amdocs:
- Four passport size photographs.
 - Copy of your Passport.
 - Copy of your PAN Card.
 - Copies of your education qualifications certificates.
 - Copies of the previous employer's relieving Letters (if applicable). The experience Letter/ relieving Letter from the immediate previous employer can be submitted on the Commencement Date.

Please carry the originals of the above documents for verification and filing on the commencement date of your employment.

- 17. Termination of Employment:**
- Your employment with Amdocs can be terminated by yourself or by Amdocs by giving in writing a minimum of sixty (60) days' notice.
 - Amdocs however reserves the right to terminate your employment with immediate effect and payment of wages to you in lieu of the balance notice period and it is acknowledged and agreed in advance that this amount will be adequate compensation to you for the early termination of your employment.
 - In case you have resigned or given a notice to terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, Amdocs may, at its sole discretion, without being obligated to do so,
 - Require you to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or
 - Upon your request allow you to leave service during the notice period only upon you making payment to Amdocs, the amount equivalent to your salary for the balance unexpired portion of the notice period.
 - In case Amdocs is paying for the domestic relocation of you and your accompanying family members to the place of your employment, in the event you resign or terminate your employment within Amdocs before one (1) year period, you agree to reimburse to Amdocs for the for the full amount of the cost of relocation as per the Domestic Relocation Policy. Further, in such event, Amdocs may set off any amounts due to you at the termination of your employment to reimburse Amdocs for the cost of the relocation as per the Domestic Relocation Policy.



18. **Misconduct:** Amdocs reserves the right to dismiss or terminate your employment with immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part, including but not limited to the following:
- a) You have seriously or persistently breached any of the terms or conditions of your employment with Amdocs.
 - b) You are, in the opinion of Amdocs, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of Amdocs or otherwise acted in any manner upon which summary dismissal may be justified.
 - c) You are convicted of a criminal offence.
 - d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to Amdocs's property.
 - e) Conducting yourself in a manner which is regarded by Amdocs as prejudicial to its own interests or to the interests of its clients.
 - f) You are guilty of an act constituting misconduct as per Amdocs's policies or standing orders, if any.
19. **Retirement:** You will automatically retire from Amdocs on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of Amdocs.
20. **Corporate Action:** If your employment is terminated by reason of the liquidation of Amdocs for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of Amdocs or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with Amdocs succeeding to Amdocs upon such event on terms no less favorable to you than the terms and conditions in effect under this Letter, then you shall have no legal or contractual claim against Amdocs by reason of the termination of the employment.
21. **Garden Leave:** Amdocs may, in its absolute discretion, require you at any time during the notice period not to attend the place of work and/or not to perform any duties for Amdocs or to perform any such duties, projects or tasks as are expressly assigned to you by Amdocs. You shall continue to be employed by Amdocs during such period and therefore shall be eligible to receive your full pay and benefits during any such period. During any such period, the you shall (a) notify Amdocs of any change of address or contact details, (b) if requested by Amdocs, refrain from contacting employees, clients and professional contacts of Amdocs, (c) cease to be an authorized signatory of Amdocs or hold a power of attorney for Amdocs, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to Amdocs. The garden leave may, at the discretion of Amdocs, be offset against any annual leave / privilege leave.
22. **Restriction on Amdocs Liability:** You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Amdocs shall not exceed your fifteen (15) days salary and statutory benefits for every year of service, in case Amdocs does not re-instate you in employment.
23. **Separation and Release Agreement:** Upon termination of your employment with Amdocs for any reason, Amdocs may require you to, and you agree and undertake to sign, a Separation and Release Agreement with Amdocs at no additional consideration or payment.
24. **Indebtedness:** If you owe Amdocs any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or Amdocs, all sums shall be due immediately and subject to set off. Your signature of this Letter is authorization for such a set-off from wages.



25. **Entire Agreement:** The terms and conditions of this Letter along with the Confidentiality Protection of IP rights and Non-Competition Undertaking are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between Amdocs and you including, but not limited to, any representations made during your interview(s), whether written or oral. This Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Letter.
26. **Amendments:** No change, modification, or termination of any of the terms, provisions, or conditions of this Letter shall be effective unless made in writing and signed or initialed by all signatories to this Letter.
27. **Waiver:** No waiver by Amdocs of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by Amdocs of any right under this Letter shall be construed as a waiver of any other right. Amdocs shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
28. **Data Privacy:** You understand that Amdocs or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for Amdocs and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of Amdocs or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a Amdocs has offices for storage and processing.
29. **Severability:** If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
30. **Governing Law and Jurisdiction:** This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and Amdocs hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

As a token of your acceptance of our offer of the terms and conditions in this Letter, please sign a duplicate of this Letter, in the space provided below and return the same to the HR Department within **15 Days** from the date of receiving this Letter. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.



We look forward to you joining us at Amdocs. In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to get in touch with Sanjay D'costa/Anirban Mukherjee.

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: August 03, 2019

By signing this Letter, I, the undersigned, **Avadhut Tukaram Yejare**, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

- a) I have been provided with a copy of this Letter for review prior to signing it;
- b) I reviewed the Letter and that I understand the terms, purposes and effects of this Letter;
- c) I signed the Letter only after having had the opportunity to seek clarifications;
- d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself;
- e) I executed this Letter of my own free will and without relying upon any statements made by Amdocs or any of its representatives, agents or employees;
- f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of Amdocs;
- g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein;
- h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;
- i) I am not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other person or entity;
- j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and
- k) I am legally permitted to reside and be employed in India.

Thanks,

Signature: _____

Name : _____

Date: _____



Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdocs basis): INR 295,000.00 per annum (Indian Rupee Two Lakh Ninety Five Thousand Rupees Only)

#	Break-Up	INR per annum
1.	Basic Salary	180000.00
2.	House Rent Allowance	93400.00
3.	Provident Fund (Employer Contribution)	21600.00
	Cost to Amdocs	295,000.00

Notes:

1. You will be entitled for leaves (e.g. annual leave and sick leave) as per the applicable Amdocs policy.
2. You will be covered under employee insurance schemes, if any as per the applicable Amdocs policy.
3. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of Amdocs and all other matters as governed by the applicable Amdocs policy.
4. You will be entitled to receiving gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with Amdocs, subject to completion of continuous service of five years with Amdocs. Further, and subject to the applicable Amdocs policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
5. To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
6. The allowances/benefits are subject to the condition that these will be provided at no additional cost to Amdocs. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
7. Any amount under reimbursements and not claimed as above till 1st February each year will be paid as lump sum, subject to tax, on or before March 31st of that year or on termination of employment, if earlier.
8. No previous employment with an entity which is part of Amdocs group shall count for continuity of service in relation to accumulation of social rights.



9. You may be eligible to an annual salary review starting **July 2020** any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: August 03, 2019

I, the undersigned, **Avadhut Tukaram Yejare**, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto.

Thanks,

Signature: _____

Name : _____

Date: _____


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



Offer : Computer Consultancy
Ref : TCSL/EP2021CN821840/ Chennai/1912356
Date : 21-JUL-2022

Mr. Ganesh Prakash Chavan
A/P- Mahagaon Tal- Gadhinglaj Dist- Kolhapur
A/P- Mahagaon Tal- Gadhinglaj Dist- Kolhapur
Gadhinglaj, Maharashtra, India
Tel No.: 7410530518

Sub: Letter of Offer and Terms of Employment

Dear Mr. Ganesh Prakash Chavan,

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

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of Systems Engineer in Grade C1 at TCS - Pune. Your gross salary including all benefits will be Rs. 8,00,002/- per annum. Annexure 1 provides a break-up of the compensation package.

Kindly confirm your acceptance of this offer on-line through the option 'Accept Offer letter' and propose your tentative date of joining. If not accepted within 7 days, this offer is liable to lapse at the discretion of TCSL. Please initiate your Background Check and submit required documents online within 5 days of your offer acceptance. Kindly note that your Offer is subject to a positive background check.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by TCSL.


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

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TCSL/1912356

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Nyati Tiara S No 103/A-1/129 CTS 1895 Nagar Road Yerwada Pune 411 006 India
Tel 91 20 6608 7777 Fax 91 20 6608 7799 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai - 400021.



COMPENSATION & BENEFITS

The details of your compensation and benefits are given below:

FIXED COMPENSATION

Basic Salary

Your Basic Salary will be **Rs. 15,000/-** per month.

Bouquet of Benefits (BoB)

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

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

1. House Rent Allowance:

Your HRA will be **Rs. 7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance:

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

3. Food Card:

You will be eligible for a Food Card. It can be set up to a maximum of **Rs. 3,000/-** per month for tax exemption. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.

4. Personal Allowance:

You will be eligible for a monthly personal allowance of **Rs. 27,037/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

1. Monthly Performance Pay

You will receive a monthly performance pay of **Rs. 5,000/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.



2. Performance Bonus

Your Performance Bonus will be **Rs. 3,500/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

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

RETENTION INCENTIVE

You are eligible for Retention Incentive of **Rs. 30,000/-** payable to you on an annual basis. This component is in appreciation of continuity of service in TCSL and will be paid on completion of each year from the introduction of this incentive. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

CITY ALLOWANCE

You will be eligible for a City Allowance of **Rs. 1,200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

1. Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). For the current financial year, you and your dependent will be covered under the 'Gold' health plan.

The entitlements under the 'Gold' plan are as follows:

i) Base Cover

Entitlement – Includes domiciliary expenses up to Rs. 6,000/- per insured person per annum and basic hospitalisation expenses up to Rs. 2,00,000/- per insured person per annum.

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

ii) Floater Cover

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Nyati Tiara S No 103/A-1/129 CTS 1995 Nagar Road Yerwade Pune 411 006 India
Tel 91 20 6608 7777 Fax 91 20 6608 7799 Website www.tcs.com
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Premium – Basic premium for self, spouse and up to three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

ii) Floater Cover

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TATA CONSULTANCY SERVICES

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Nyati Tiara S No 103/A-1/129 CT5 1995 Nagar Road Yerwada Pune 411 006 India
Tel 91 20 6608 7777 Fax 91 20 6608 7799 Website www.tcs.com
Registered Office Nimat Building 9th Floor Nariman Point Mumbai - 400021.



Floater Cover is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalization benefits.

Entitlement – You and your enrolled dependents will be entitled for Rs.12,00,000/- as a family floater coverage towards hospitalization expenses, over and above the individual basic coverage.

Premium – For Floater Cover, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

The above Health Plan is applicable to you and your dependents for this FY. In the subsequent years, you will have the flexibility to opt for a higher plan from the bouquet of plans offered. The additional premium in case of an upgrade to a higher plan will have to be borne by you.

***Note:** The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail.

2. Compensation Benefits under ESI Act / Employees' Compensation Act*:

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

If you are out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of employment as per the benefits under the Company's Afterlife Benefit Policy / Personal accident insurance scheme, whichever is applicable. For more details on this, refer TCS India policy - Afterlife Benefits and TCS India policy - Health Insurance after joining the organization.

* inclusion or exclusion of an employee under 'Employee State Insurance Corporation' is as defined as per the ESI Act

3. Maternity Benefits:

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

4. Professional Memberships:

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

5. Tata Sons & Consultancy Services Employees' Welfare Trust (TWT):

You will become a member of the TWT, on completion of continuous service of one year from the date of joining TCSL and a nominal annual membership fee of **Rs. 250/-** will be recovered from you. The Trust provides financial assistance by way of grants / loans in accordance with the rules framed by the Trust from time to time for medical and



educational purposes and in case of death of members while in service.

RETIRALS

1. Provident Fund:

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

You are required to submit your Universal Account Number (UAN), if any, issued by your previous employer on the Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account.

2. Employees' Pension Scheme:

Your enrolment under the Employees' Pension Scheme will be based on the details you provide under the Declaration Form (Form 9) at the time of joining TCSL.

3. Gratuity:

You will be entitled to gratuity as per the provisions of the Gratuity Act 1972.

Terms of Employment:

1. Relevant Experience:

As per the recommendation of our management review panel, out of your total experience, **2.47** years are being considered to be relevant to the business of our organization.

At the time of Induction, your experience from date of management review by TCS (while in service with current employer) till the date of relieving from your current employment will be added to your total & relevant experience subject to signing of declaration to that effect followed by validation of relevance of your experience during Background Check process.

2. Probation Period:

You will be on probation for 3 Months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment in case your performance, behavior and / or conduct during the probation period is found unsatisfactory.

3. Working Hours:

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

4. Mobility:

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, on the terms and conditions as applicable to you at the time of transfer.



5. Increments and Promotions:

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

6. Alternative Employment:

As a full-time employee of TCSL, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of TCSL.

7. Confidentiality, Data and Intellectual Property Protection:

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of TCSL and its clients.

The detailed Confidentiality related terms and conditions are set out in Annexure 4.

8. Work in SBWS™ mode:

TCS' Secure Borderless Workspaces™ (SBWS™) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

9. Overseas Agreement / International Assignment Agreement:

If you are on international assignment, you will be covered by the TCSL International Assignment policy from the date of deputation.

Accordingly, you will be required to sign the applicable Overseas Deputation / International Assignment Agreement(s). In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

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

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

10. TATA Code of Conduct:

Private and Confidential
TCSL/1912356

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Nyati Tiara S No 103/A-1/129 CTS 1995 Nagar Road Yerwada Pune 411 006 India
Tel 91 20 6808 7777 Fax 91 20 6808 7799 Website www.tcs.com
Registered Office Nirmat Building 9th Floor Nariman Point Mumbai - 400021.



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

11. Notice Period:

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

This contract of employment may be terminated by TCSL by giving you 90 days' notice or payment in lieu thereof.

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

12. Retirement:

You will retire from the services of the Company on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

13. Employment in India:

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and or any other permissions and / or documentation as prescribed by the Government of India for permanent employment with TCSL. Keeping your permit / permission up to date during the course of employment with TCSL and submitting a valid copy of that to TCSL is your responsibility.

14. Medical Certificate of Fitness:

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL), issued by a registered medical practitioner having a minimum qualification of MBBS, to the Induction coordinator.

15. Background Check:

Please initiate your background check within 5 days of your offer acceptance. Your background check initiation is complete only when you initiate your BGC online at www.tcs.com/careers/lateral-hiring and submit all the relevant documents for background check online.

An agency will check the credentials specified by you in the application form. The process is normally completed within 5 weeks after Background Check initiation. Verification of your last employment is initiated only post you are released. Your offer will be subject to a positive clearance of your background check. For more details on BGC documents submission, please refer to Annexure - 2.

16. Joining Documents:

For a convenient joining process, the joining documents as mentioned in Annexure - 2 should be submitted within 5 days of Offer Acceptance, after due verification against originals. For any clarification on the above, please connect with the point of contact for your joining location as mentioned in Annexure - 3.

**17. Letter of Appointment:**

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

18. Data Privacy:

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

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

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

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

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

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

19. Terms and Conditions:

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

20. Rules and Regulations of the Company:

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

21. Compliance to all clauses:

You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and / or condition would entitle TCS in withdrawing this

**17. Letter of Appointment:**

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

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

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

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

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

21. Compliance to all clauses:

You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and / or condition would entitle TCS in withdrawing this



offer letter at its sole discretion.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Nyati Tiara S No 103/A-1/129 CTS 1995 Nagar Road Yerwada Pune 411 006 India
Tel 91 20 6600 7777 Fax 91 20 6600 7799 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai - 400021.



Offer Letter Validity

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

If you accept the offer from TCSL and fail to join within 120 days from the date of offer, the offer will stand automatically terminated.

We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

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

Girish Nandimath

Global Head -Talent Acquisition



Encl :

Annexure 1: Benefits Gross Salary Sheet

Annexure 2: Document Submission

Annexure 3: List of TCSL Offices

Annexure 4: Confidentiality, Data and Intellectual Property Protection

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Nyati Tower S No 103/A-1/129 CTS 1995 Nagar Road Yerwada Pune 411 006 India
Tel 91 20 6608 7777 Fax 91 20 6608 7799 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai - 400021.

GROSS SALARY SHEET

Name	Mr. Ganesh Prakash Chavan		
Designation	Systems Engineer		
Grade	C1	Relevant Experience	2.47 years

Table 1: Compensation Details: (All Components are in Rs.)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Monthly	15,000	1,80,000
Bouquet Of Benefits #	36,287	4,35,444
2) Performance Pay		
Monthly Performance Pay	5,000	60,000
Performance Bonus *	3,500	42,000
3) City Allowance	1,200	14,400
4) Annual Components/Retirals		
Health Insurance	NA	7,900
Provident fund	1,800	21,600
Gratuity	722	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	30,000
TOTAL GROSS	63,509	8,00,002

Refer to Table 2 for TCSL defined Structure

In case, you wish not to opt for the BoB, Defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis

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

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	27,037	3,24,444
GROSS BOUQUET OF BENEFITS	36,287	4,35,444

Document Submission

List of BGC and Joining Documents

BGC:

1. **Address Proof** (Ration card/Landline /Telephone bill/Electricity bill/House Lease Agreement).
 - Present and Permanent Address Proof to be attached (If different then provide separate proof).
 - Mobile phone bill not acceptable as Address Proof.
2. **Identify Proof** (Passport/Voter's ID/PAN card/ Driving License/Aadhar Card).
3. **Education:** Highest Degree/Provisional Degree Certificate & Highest Degree Mark sheets for all semesters.
4. **Previous Employment Proof:**
 - Experience Certificate and Relieving Letter from all previous employer(s). It is mandatory that you submit the relieving and experience certificates from your current employer within 30 days of your joining TCSL. Your BGC status will be positive only after successful completion of employment checks including your current employer.
 - Last 3 Salary Certificates.
 - Resignation acceptance letter from current employer.
5. **Documents to explain gaps during Employment/Education:** Medical records for gap due to medical reasons / Affidavit with Notary Authorization for gap due to other personal reasons.

Joining:

1. Birth Certificate
2. Standard Xth and XII the mark sheets / equivalents
3. Degree certificate and mark sheets for all semesters
4. Postgraduate Degree certificate and mark sheets for all semesters
5. Passport / Driving License / Ration Card
6. Experience certificate from previous employers indicating the following:
 - Period of employment
 - Technology areas you have worked on
 - Certificates for any training provided by your previous employers in various technologies
 - Release letter and experience letter from current and all previous employers indicating date of release
7. PAN card
8. Medical certificate of fitness
9. Work permit or any other documentation required to take up permanent employment with TCSL
10. Two passport size photographs
11. Aadhar Card

Please mention your EP Reference number on all the documents and also carry originals of the joining documents for verification. Please take a prior appointment with the Regional Point of contacts mentioned in Annexure - 3.

Principal
Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



Regional Offices

TCS Careers Serviceline: 1800 209 3111 (Monday to Friday: 8:00 AM to 8:00 PM) Email: careers@tcs.com		
Ahmedabad TATA Consultancy Services Limited GARIMA PARK, IT/ITES SEZ, PLOT # 41, Gandhinagar - 382007 Tel: 079 - 61705709	Bangalore Tata Consultancy Services Limited Brigade Bhuwalka Icon ITPL Road Whitefield, Bangalore Karnataka - 560066 Tel: 080 61396172	Bhubaneswar TATA Consultancy Services Limited IT/ITES Special Economic Zone, Plot 35, Chandaka Industrial Estate, Patia, Chandrasekharapur, Bhubaneswar 751 024 Tel: 033-66537137
SPOC: Fiza Amin Saiyed	SPOC: Shijimol SV	SPOC: Dipika Sarkar
Joining: fizaamin.saiyed@tcs.com	Joining: shijimol.sv@tcs.com	Joining: sarkar.dipika@tcs.com
BGC: raghuraman.senguthar@tcs.com	BGC: gobika.v@tcs.com	BGC: debarun.1@tcs.com
Chennai TATA Consultancy Services Limited A1 Module, 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tel: 044-66162209	Delhi TATA Consultancy Services Limited 5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 Tel: 011-66506283	Hyderabad TATA Consultancy Services Limited Deccan Park No.1, Software Units Layout, Madhapur, Hyderabad 500 081 Tel: 040-66673510
SPOC: Dominica Lourdu	SPOC: Geetika Bhutani	SPOC: Naushad Alam
Joining: dominica.lourdu@tcs.com	Joining: bhutani.geetika@tcs.com	Joining: n.alam@tcs.com
BGC: BALAKRISHNAN.N@tcs.com	BGC: gobika.v@tcs.com	BGC: kumanan.m@tcs.com
Kochi TATA Consultancy Services Limited TCS Centre SEZ Unit, Infopark PO, Kochi - 682042, Kerala Tel: 0484-6187117	Kolkata TATA Consultancy Services Limited ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town Calcutta - 700156, West Bengal Tel: 033-66537137	Lucknow TATA Consultancy Services Limited TCS Awadh Park, Vibhuti Khand, Gomti Nagar Lucknow 226 010 Tel: 0522-6661135
SPOC: Varun V	SPOC: Dipika Sarkar	SPOC: Geetika Bhutani
Joining: v.varun5@tcs.com	Joining: sarkar.dipika@tcs.com	Joining: bhutani.geetika@tcs.com
BGC: gobika.v@tcs.com	BGC: debarun.1@tcs.com	BGC: gobika.v@tcs.com
Mumbai TATA Consultancy Services Limited Atithi Building, Yantra Park, Pokhran Road No. 2, Subhash Nagar, Thane West 400601 Tel: 022-67782616	Pune TATA Consultancy Services Limited Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune 411 057 Tel: 020-67943058	Thiruvananthapuram TATA Consultancy Services Limited Peepul Park, Technopark Campus, Kariyavattom P.O. Thiruvananthapuram 695 581 Tel: 0471-6624569
SPOC: Shreyas Khopkar	SPOC: Harsh Thakkar	SPOC: Varun V
Joining: shreyas.khopkar@tcs.com	Joining: harsh.thakkar2@tcs.com	Joining: v.varun5@tcs.com
BGC: raghuraman.senguthar@tcs.com	BGC: mulani.yusuf@tcs.com	BGC: gobika.v@tcs.com

Private and Confidential
TCSL/1912356

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Nyati Tiara S No 103/A-1/129 CTS 1995 Nagar Road Yerwada Pune 411 006 India
Tel 91 20 6608 7777 Fax 91 20 6608 7799 Website www.tcs.com
Registered Office Nirnal Building 9th Floor Nariman Point Mumbai - 400021.

Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadchinglaj, (Dist. Kolhapur)

16th Aug 2022

To,
DNYANESH SANTAJI VARUTE
A/P Madyal, Tal Kagal, Dist
Kolhapur, MH 416218

**OFFER LETTER**

Welcome to Blue Pearl Health Tech Pvt. Ltd (Hereinafter referred to as the said Company). We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association. We are pleased to offer you the position of **"Sr Database Developer"** and you are expected to join us on **22nd Aug 2022** under the terms and conditions of employment.

1. Commencement Date: The formal commencement date of employment is the date you are added to the payroll of Blue Pearl. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.

2. Remuneration: Your cost to company for this position will be **600000** per Annum and you will be given 5 days hotel accommodation post that shared accommodation by the company.

The detailed salary is annexed to this Letter is Annexure "A". Blue Pearl shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

3. Place of Work: The location of your employment will be the office of Blue Pearl, Pune however, Blue Pearl may require you to travel within India or overseas or may change the location of your employment, in accordance with business needs.

4. Blue Pearl Policies: You agree to abide by all Blue Pearl rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.

5. Duties and Responsibilities: You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with Blue Pearl policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.





6. No Alternate Employment: Since it is a full-time employment arrangement with Blue Pearl, while in the employment of Blue Pearl, you are in no way allowed to be employed in any other organization on a permanent, temporary or part-time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of Blue Pearl. You shall comply with all directions given by Blue Pearl and faithfully observe all the rules, regulations, and arrangements applicable in this respect.

7. Background Checks: Your employment with Blue Pearl is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Blue Pearl reserves the right to perform background and reference checks at any time during your employment when Blue Pearl deems it necessary.

8. Misconduct : If at any time you are found guilty of misconduct or if your performance or conduct is not satisfactory, your services are liable to be terminated without notice or without payment in lieu of notice. The decision of the Company shall be final and binding on you.

9. Undertaking: You shall not disclose any confidential information of Blue Pearl. All the proprietary rights, title, and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed, or prepared by you during your employment with Blue Pearl, shall vest with Blue Pearl absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by Blue Pearl. As a condition of your employment with Blue Pearl, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights, and Non-Competition Undertaking, which shall constitute a part of your employment with Blue Pearl.

10. Supporting Documents: Please submit the following at the time of your joining, failing which your offer letter stands canceled.

- A copy of the relieving/ resignation acceptance letter From your present employer.
- Documentary evidence of the last salary drawn(Salary Slips).
- Documentary evidence of date of birth (PAN Card/Aadhar Card/Voter id).
- Attested copy of all Educational Qualifications (SSC, HSC, Degree/Diploma/ Certificate of proficiency, if considered for the offer).
- Four passport size photographs with white background only (mandatory).
- Experience & Relieving letters from all previous organizations as declared.

The above documents are mandatory to be submitted at the time of joining. In the event of any non-compliance, Company may extend the validity of this Offer or rescind the Offer in totality at its sole discretion. Kindly carry the originals as well for verification.





BLUE PEARL



Blue Pearl Health Tech Private Limited
201, Chandruvarsha Commercial Complex, Near
Balaji Square, Sus Road, Pashan, Pune 411021

As a token of your acceptance of our offer of the terms and conditions in this Letter, please sign a duplicate of this Letter, in the space below your name and return the same to the HR Department within 2 days from the date of receiving this letter. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

Please Note – Formal letter of Appointment will be given on the date of Joining.

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

Yours sincerely

For Blue Pearl Health Tech Pvt. Ltd.

**Accepted By
DNYANESH SANTAJI VARUTE**



Prashant Wandile
Co-Founder & CEO



Principal
Shivraj College of Arts, Commerce,
& B.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



+91 9822846528 / 7350695434
www.elabnsaist.com

BLUE PEARL

ANNEXURE A

Salary Computation	
Particulars	Amount Per Month
Basic	25800
HRA	17600
Special Allowance	4800
Monthly Gross	48200
PF	1800
ESIC	0
CTC	50000



Salary Details –

1. Statutory deductions will be as per the prevailing guidelines/rules.
2. Applicable Income tax shall be deducted at source.

By digitally accepting this Letter, I, **DNYANESH SANTAJI VARUTE** accept the terms and conditions as stated in this Letter.


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



STRICTLY CONFIDENTIAL

11th March 2021

Jyoti Annappa Matale
Room No.3, Nanya Patil Chawl,
B. R. Nagar, Diva(East), Thane, 400612



Subject – Offer of Appointment

Dear Jyoti,

With reference to your application and the subsequent discussions you had with us, we are pleased to offer you the position of **Associate Analysis | Operations** at **Scale 30** with **Operations, Mumbai** on the terms and conditions mutually agreed upon. A formal letter of appointment will be issued to you upon your joining and submitting the Employment Form on or before **15-Mar-2021**.

Your Annual Total Compensation will be **INR 3,50,000/-** and the break-up is presented in Annexure A.

Your appointment will be governed by the terms and conditions of employment. You will also be governed by the rules and regulations in vogue and those that may change from time to time. **Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.**

We request you to accept this offer within 3 days of offer release and join us on or before **15-Mar-2021**.

Please note that we reserve the right to cancel this offer in case of failure to submit your acceptance by mutually agreed date or subject to non-clearance of background verification as per the company policy.

At the time of joining, please bring the following originals and 1 set of photocopies:

- Four passport size photographs
- Photocopy of Aadhaar Card
- Copies of all Education Documents (10th, 12th, Consolidated Mark Sheets/Final Semesters Mark Sheets of Graduation/Post Graduation)
- Relieving letter from your past employer
- Latest Increment Letter from your past employer which gives complete details of your CTC
- Last three months' Payslip
- Permanent Address Proof (Issued by Government)
- PAN Card Copy
- Copy of Experience/Service Letter

We welcome you to **Kantar IMRB** and hope to have a successful association with us. Please do not hesitate to call us for any information you may need. Also, sign the duplicate of this offer as your acceptance and forward the same to us.

Yours Sincerely

Debangshu Sengupta
Talent Acquisition Leader | South Asia
For and on behalf of [Hindustan Thompson Associates Private Limited Division Kantar IMRB]

Encl: CTC Statement (offered) Annexure 1

Kantar

Head Office: 3rd Floor, The Orb- Sahar, Village Marol, Andheri East, Mumbai 400 099. Tel: +91 (0) 22 5046 9900. Website: www.kantar.com. CIN: U99999MH1938PTC002771. Kantar IMRB is a part of Kantar group- the information and consulting division of WPP Plc. which operates through offices in 113 countries. In India, Kantar IMRB is a division of Hindustan Thompson Associates Private Limited. Regd. Office: A- Wing, Mhatre Pen Building, S.B Marg, Dadar West, P.O. Bhayani Shankar, Mumbai - 400 028, Maharashtra

Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadchिंगलaj, (Dist. Kolhapur)

COMPENSATION DETAILS

NAME	Jyoti Annappa Matale
SKALE	30
OPERATING COMPANY	Kantar IMRB
UNIT	Kantar Operations
DESIGNATION	Associate Analysis Operations
LOCATION	Mumbai

S.No	Components	Approx. Max	
1	FIXED COMPONENTS	MONTHLY (Rs.)	ANNUAL (Rs.)
a)	Basic Pay	15,000	1,80,000
b)	House Rent Allowance	7,500	90,000
c)	Special Allowance	4,145	49,742
	SUB TOTAL	26,645	3,19,742
2	FLEXIBLE COMPONENT*		
3	RETIRALS_(Employer Part)		
a)	Provident Fund	1,800	21,600
b)	Provision for Gratuity	722	8,658
	SUB TOTAL	2,522	30,258
4	COST TO COMPANY	29,167	3,50,000

*In addition, you will also be eligible for Group Medclaim, Personal Accident Insurance Cover and Group Term Life cover as per company policy.

**As per company policy, if you wish to leave the organization within one year of joining, you would need to refund already paid allowances.

Yours Sincerely



Debangshu Sengupta

Talent Acquisition Leader | South Asia

For and on behalf of [Hindustan Thompson Associates Private Limited Division Kantar IMRB]

Kantar

Head Office: 3rd Floor, The Orb- Sahar, Village Marol, Andheri East, Mumbai 400 099. Tel: +91 (0) 22 5046 9900. Website: www.kantar.com. CIN: U99999MH1938PTC002771. Kantar IMRB is a part of Kantar group- the information and consulting division of WPP Plc. which operates through offices in 113 countries. In India, Kantar IMRB is a division of Hindustan Thompson Associates Private Limited. Regd. Office: A- Wing, Mhatre Pen Building, S B Marg, Dadar West, P. O. Bhavani Shankar, Mumbai-400 028, Maharashtra

KANTAR

3rd Floor, The Orb
JW Marriott, Sahar
IA Project Road

Village Marol
Andheri East
Mumbai 400 099

T: +91 (0) 22 6046 9900
www.kantar.com



* Kindly Check Annexure 2 for details of your flexible components.
You can give your preferences for the same on date of joining

Note: The amount mentioned in Annexure 2 are the maximum eligibility as per the scale level. The total of this flexible component should remain within the special allowance.

Flexible Component Information	Annexure 2			
	2	Flexible Component	Details	Maximum (Annual)
	a)	Children Education Allowance	100 per school going child, per month. Maximum of 200 per month.	2,400
	b)	Telephone & Internet	Fixed monthly sum, scales with scale.	12,000
	c)	Books & Periodicals	Fixed monthly sum, Rs. 500 or Rs. 1000 per month.	18,000
	d)	Gift Voucher	Fixed amount gift voucher, given once annually around Diwali.	5,000
	e)	Research Education	Capped Amount to be claimed with verified bills.	1,00,000
	f)	Meal Voucher	Can take Rs. 1100 or 2200 or 3300 per month.	39,600
	g)	Leave Travel Allowance	Capped Amount to be claimed with verified bills, scales with CTC.	15,000
		SUB TOTAL		1,92,000


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

Kantar

Head Office: 3rd Floor, The Orb- Sahar, Village Marol, Andheri East, Mumbai 400 099. Tel: +91 (0) 22 6046 9900. Website: www.kantar.com. CIN: U69999MH1938PTC002771. Kantar IMRB is a part of Kantar group- the information and consulting division of WPP Plc. which operates through offices in 113 countries. In India, Kantar IMRB is a division of Hindustani Thompson Associates Private Limited. Regd. Office: A- Wing, Mhatre Pen Building, S B Marg, Dadar West, P. O. Bhavani Shankar, Mumbai-400 028, Maharashtra



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20184218619/Pune/BPS/BTN
Date: 08/02/2018

Ms. Neha Prakash Patil
1, Main Road Gijawane Main Road
Near Basweshwar Temple
Kolhapur-416502
Maharashtra
Tel# -8975348705

Dear Ms. Neha Prakash Patil,

Sub: Letter of Offer and Terms of Traineeship

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

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

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

TCSL Confidential

TATA CONSULTANCY SERVICES

TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000, e-mail corporate.office@tcs.com, website www.tcs.com

Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021.


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20184217024/Pune/BPS/BTN
Date: 08/02/2018

Ms. Snehal Shamrao Kolate
At Post Bhadvan
Kolatewadi
Ajara-416505
Maharashtra
Tel# -

Dear Ms. Snehal Shamrao Kolate,

Sub: Letter of Offer and Terms of Traineeship

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

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

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


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

TCSL Confidential

TATA CONSULTANCY SERVICES

TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000. e-mail corporate.office@tcs.com, website www.tcs.com

Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021.



Offer: BUSINESS PROCESS SERVICES

Ref: TCSL/DT20184218619/Pune/BPS/BTN

Date: 08/02/2018

Ms. Akshata Jotyapa Solapure
A/P: Hebbal, Solapure Galli
Tal: Gadhinglaj
Kolhapur-416502
Maharashtra
Tel# -8411968815

Dear Ms. Akshata Jotyapa Solapure,

Sub: Letter of Offer and Terms of Traineeship

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

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

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


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj. (Dist. Kolhapur)

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TATA CONSULTANCY SERVICES

TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000, e-mail corporate.office@tcs.com, website www.tcs.com

Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021.

Document # HR/TA/Temp/0003
INFOSYS BPM LIMITED

(Formerly Known as Infosys BPO Limited)
Regd. Office: Plot Nos. 26/3, 26/4 and 26/5, Hosur Road,
Electronic City (Bangalore - 560 100, India)
Tel.: 91 80 2852 2405, Fax: 91 80 2852 2411
Corporate Identity Number: U72700KA2002PLC030310
Website: www.infosysbpm.com

Infosys BPM Ltd

JL 2 Campus Letter of Interest



Infosys®

Letter of Interest

To **AKASH BALASOHEB ADISULE**

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPM.

For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-41032362

Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:

Raghavendra K
Senior Vice President &
Global Head- HRD

Signature:
Issuer's Name: **AMLAN B**
Issuer's Emp. No.: **848225**

Name:
Date: **28/02/2018**
Location: **KOLHAPUR**

HR/TA/Temp/0003

Version: 1.1

Company confidential

Copy if Printed

1 OF 2

Principal
Shivraj College of Arts, Commerce,
& D.J. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

Sl.No.	Name of the Student	Name of the College	E-Mail ID	Contact No.
1	Miss Vijayalaxmi P. Kadalge	Shivraj College, Gadhinglaj	kadalge17699@gmail.com	9730782652
2	Miss Sujata V. Redekar	Shivraj College, Gadhinglaj	sujaaredekar141@gmail.com	9921815536

Note:

Further process of selection will be intimated by Telephone call



VSM'S BBA & BCA COLLEGE, NIPANI
CAMPUS DRIVE JANUARY 2018
Shortlisted Candidates
SVMind Logic, Pune

Sl.No.	Name of the Student	Name of the College	E-Mail ID	Contact No.
1	Miss. Vijayalaxmi P. Kadalge	Shivraj College, Gadhinglaj	Kadalge17699@gmail.com	9730782652
2	Miss. Sujata V. Redekar	Shivraj College, Gadhinglaj	Suaredekar141@gmail.com	9921815536
3	Mr. shital appsaheb devekar	Shivraj College, Gadhinglaj	Devekarshital742@gmail.com	8888193536
4	Mr. Sunil S. Khumbhar	Shivraj College, Gadhinglaj	Sdkumbhar1997@gmail.com	7057476507
5	Miss Ashwini C. Kumbhar	Shivraj College, Gadhinglaj	Pshintre682@gmail.com	9730208956
6	Mr. Prashant Rangrao Shintre	Shivraj College, Gadhinglaj	Aswinichinchewadi@gmail.com	9168914802
7	Miss Chinchewadi Ashwini Shrikant	Shivraj College, Gadhinglaj	Snehapatil27597@gmail.com	8412885434
8	Mr Ankush Ananda Patil	Shivraj College, Gadhinglaj	Ankushp2211@gmail.com	9552600000
9	Miss. Saundarya Rajendra Patil	Shivraj College, Gadhinglaj	Saundaryapatil797@gmail.com	

Note:

Further process of selection will be intimated by Telephone call

Principal

Principal
 College of Arts, Commerce,
 Shivraj Science College,
 Gadhinglaj, (Dist. Kolhapur)



HRD/2T/12373967/18-19

Mr. Sangram Ganpatrao Regade
Candidate ID: 12373967
1398-A Azad Road
Gadhinglaj
Gadhinglaj - 416502
Maharashtra
India
Ph: (91) 85303 04987

August 09, 2018



Dear Sangram,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our renewed journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED

CIN: L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.08.09 17:12:54 +05:30
Reason: Offer Letter
Location: Bangalore


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



Offer: Computer Consultancy
Ref: TCSL/DT20184278703/Pune
Date: 02/05/2018

Mr. Prajwal Shivaji Kale
A/P-Kasaba Nool, Tal-Gadhinglaj, Dist-KolhapurMugli Road,
Ram Nagar,
Gadhinglaj-416551,
Maharashtra.
Tel# -

Dear Prajwal Shivaji Kale,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184278703

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tower, Ground Floor, S.No. 103/A/1/129, CTS 1945, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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

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

Signature
Principal

Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



HRD/2T/12384785/18-19

Ms. Dhanashri Kadagaonkar
Candidate ID: 12384785
5252
Ajara
Ajara - 416505
Maharashtra
India
Ph: (91) 77679 46430

May 22, 2018



Dear Dhanashri,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our renewed journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED

CIN: L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.05.22 10:09:55 +05:30
Reason: Offer Letter
Location: Bangalore


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



Offer: Computer Consultancy
Ref: TCSL/DT20184272890/Pune
Date: 02/05/2018

Mr. Amit Dilip Manjilkar
Mantangiri Wadar Galli Mantangiri Wadar Galli,
Ankalikhot Chouk,
Chikodi-591201,
Karnataka.
Tel# -

Dear Amit Dilip Manjilkar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.


Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184272890

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Niyati Tara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Verveada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com


Principal
Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



shivraj college <shivrajcollege64@gmail.com>



Conducting campus interview for Marketing Posts CCA & RCA

1 message

SURYAKANT G. NAIK <Suryakant.NAIK@licindia.com>

Tue, Dec 19, 2017 at 3:04 PM

To: "shivrajcollege64@gmail.com" <shivrajcollege64@gmail.com>

To,
The Principal,
Shivraj College, Gadhinglaj

Respected Sir,

Life Insurance Corporation of India is a Government of India Undertaking organization established on 1st Sept 1956. We are celebrating our 61th Anniversary. LIC OF INDIA working in India as well as overseas with more than 3,500 offices with more than 1,25,000 Employees and 12,00,000 Agents. LIC collects more than Rs.2,00,000 Crore premium every year. LIC having market share of 78% out of 25 Insurance companies in India.

We are in search of Marketing Peoples for post of CCA, RCA & Agents at our Gadhinglaj branch office. For this purpose we would like to organize Campus Interview & Career Guidance Seminar at your college. This event would be opportunity to your students. You can advertise for your Institute by giving them life long Career Opportunity through this seminar.

We assure more than Rs.10,000 per month Income with Gratuity, Pension, Mediclaim facility, Group Insurance and other facilities like Two Wheeler, Car, Interest free Advances, Housing loan facility, Office advances, Furniture Advance, Stationary items etc. to every selected candidate as per Government rules without any investment by working Full Time or Part Time.

Min Qualification of participant: BBA & B.Com (Appeared can also Apply)

No of posts : CCA & RCA - 5, Insurance Agent - 15

We will manage the event at your suitable time. You have to just give invitation to your students. Please feel free to contact immediately if you are interested in the welfare of your student.

We expect co-operation in this regard for betterment of your student's career.

Thanks & Regards

Suryakant Naik

Development Officer,

LIC OF INDIA, GADHINGLAJ Br.

Cell: 944 955 6584, Email- suryakant.naik@licindia.com=

"The information contained in this electronic message and any attachments to this message are intended for exclusive use of the addressee(s) and may contain confidential or privileged information. If you are not the intended recipient, please notify the sender at LIC OF INDIA or co_mailadmin@licindia.com immediately and

destroy all copies of this message and any attachments. The views expressed in this E-mail message / Attachments, are those of the individual sender."

To,
Prof K S Desai
" Dr R. B. Teli
" R D Kamate
20/12


Principal
Shivraj College of Arts, Commerce,
& D.S. Karlam Science College,
Gadhinglaj, (Dist. Kolhapur)

1/8/2018

Unj gmail
09/01/18

Ref: Shortlisted candidates for LIC OF INDIA. - shivrajcollege64@gmail.com - Gmail

Ref: Shortlisted candidates for LIC OF INDIA.

HW No. 643/2017H

SURYAKANT G. NAIK <Suryakant.NAIK@licindia.com>
to me

To,
The Principal
Shivraj College, Gadhinglaj

Respected Sir,

We had conducted a Campus Interview at your college on 8th Jan 2018. We are glad to inform you that, we have shortlisted following candidates for the post of RCA & CCA. Kindly inform below mentioned students to attend 3 Days Pre-recruitment training starting from Friday 12th Jan 2018 to Sunday 14th Jan 2018, at below given address with following required documents. Reporting time at Sharp 10.30am.

Sr. No Name

- 1 SAGAR BALGONDA GAIKWAD
- 2 KOUSTUBH SATISH BURUD
- 3 OMKAR RUSHIKESH BIDRE
- 4 PALLAVI PANDURANG PATIL
- 5 RANI NINGAPPA KAMBLE
- 6 AKSHATA JOTYAPPA SOLAPURE
- 7 RUTUJA ANAND MOTE
- 8 NEHA PRAKASH PATIL
- 9 MAYURI SHANKAR HARGAPURE
- 10 SNEHAL SHAMRAO KOLATE
- 11 PRAMILA PRAKASH JAGTAP
- 12 SAPANA ANANDA PATHARVAT
- 13 AKASH JOMAKANT PATIL
- 14 RAJU RAMCHANDRA HODAGE
- 15 SHITAL DHANAJI BHUJVADKAR
- 16 PUNAM VASANT DESAI
- 17 PRAJAKTA ANNAPPA DESHMANE
- 18 ASHIKA LAXMAN PATIL

Documents Required

- a) 4 Recent Color Photo
- b) All Education Certificates
- c) AADHAR Card
- d) PAN Card
- e) Registration Fee Rs. 300

Thanks & Regards



To,
Prof K.S. Desai
Copy to NAAC
Office
11/01

QMB

Principal

Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

Date - 09/01/2018

To,

The Principal

Shivraj College, Gadhinglaj



Ref.: Shortlisted candidates for LIC OF INDIA.

Respected Sir,

We had conducted a **Campus Interview** at your college on 8th Jan 2018. We are glad to inform you that, we have shortlisted following candidates for the post of **RCA & CCA**. Kindly inform below mentioned students to attend 3 Days Pre-recruitment training starting from **Friday 12th Jan 2018 to Sunday 14th Jan 2018**, at below given address with following required documents. Reporting time at Sharp 10.30am.

Sr. No	Name	Sr. No.	Name
1	SAGAR BALGONDA GAIKWAD	10	SNEHAL SHAMRAO KOLATE
2	KOUSTUBH SATISH BURUD	11	PRAMILA PRAKASH JAGTAP
3	OMKAR RUSHIKESH BIDRE	12	SAPANA ANANDA PATHARVAT
4	PALLAVI PANDURANG PATIL	13	AKASH JOMAKANT PATIL
5	RANI NINGAPPA KAMBLE	14	RAJU RAMCHANDRA HODAGE
6	AKSHATA JOTYAPPA SOLAPURE	15	SHITAL DHANAJI BHUJVADKAR
7	RUTUJA ANAND MOTE	16	PUNAM VASANT DESAI
8	NEHA PRAKASH PATIL	17	PRAJAKTA ANNAPPA DESHMANE
9	MAYURI SHANKAR HARGAPURE	18	ASHIKA LAXMAN PATIL

Documents Required

- 4 Recent Color Photo
- All Education Certificates
- AADHAR Card
- PAN Card
- Registration Fee Rs.300

Training Centre Address

Mahalaxmi Computer Institute
 Near Shivaji Bank, Azad Road,
 Gadhinglaj - 416502

ऑफिस : शाखा 94F, बागी कॉम्प्लेक्स, संकेश्वर रोड, गडहिंग्लज, ता. गडहिंग्लज, जि. कोल्हापूर -416502
 मोबा. 7588698160 ईमेल : suryakant.naik@licindia.com

BBA-21
 Gmm.-14

Off. : Br.94F, Bagi Complex, Sankeshwar Road, Gadhinglaj, Tal. Gadhinglaj, Dist. Kolhapur-416502.
 Mob. : 7588698160 Email : suryakant.naik@licindia.com

Date - 9/01/2018

To,
The Principal
Shivraj College, Gadhinglaj



Ref.: Shortlisted candidates for LIC OF INDIA.

Respected Sir,

We had conducted a **Campus Interview** at your college on 8th Jan 2018. We are glad to inform you that, we have shortlisted following candidates for the post of **(Part-Time) Insurance Agent**. Kindly inform below mentioned students to submit following required documents to our Development Officers Shri. Suryakant Naik or Shri. Ananda Pawar on or before Thursday 11th Jan 2018. After scrutiny of documents we will inform Pre-Recruitment Training dates.

Sr. No	Name	Sr. No.	Name
1	AKASH BALASAHEB ADSULE	10	PRAMILA LAXMAN GHURE
2	AKSHAY TANAJI KAMBLE	11	SHRUTI ANNAPPA KORI
3	UTKARSH ANIL PAWAR	12	PRACHI UDAY MUCHANDI
4	NAGESH PARASHURAM ANGALKAR	13	RUPALI NARAYAN PATIL
5	RUPALI JOTIBA SHINDE	14	PUNAM RAVSAHEB POTE
6	TEJASWINI KASHINATH GOVILKAR	15	DHANASHRI ISHWAR HUNDALEKAR
7	PUJA IRAPPA KALYANI	16	SHUBHANGI SANTOSH ROTE
8	TANUJA PANDURANG VANGANEKAR	17	SHRADDHA ASHOK KADAM
9	SHAHIN MAHMAD MOKASHI		

Documents Required

- 1) 4 Recent Color Photo
- 2) All Education Certificates
- 3) AADHAR Card
- 4) PAN Card
- 5) Registration Fee Rs.300

Office Address

Life Insurance Corporation of India
Br. 94F, Bagi Complex, Sankeshwar
Road, Gadhinglaj-416502

Mobile- 9449556584, 9421906231

ऑफिस : शाखा 94F, बागी कॉम्प्लेक्स, संकेश्वर रोड, गडहिंगलज, ता. गडहिंगलज, जि. कोल्हापूर -416502
मोबा. 7588698160 ईमेल : suryakant.naik@licindia.com

B.B.A - 21
Comm - 14

Off. : Br.94F, Bagi Complex, Sankeshwar Road, Gadhinglaj, Tal. Gadhinglaj, Dist. Kolhapur-416502.
Mob. : 7588698160 Email : suryakant.naik@licindia.com

Shivraj College, Gadhinglaj

Principal

Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



May 14, 2018

Welcome to WILP

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

Ms. Nilam Netaji Powar
At Post Inchanal

Gadhinglaj-416502

Dear Nilam Netaji Powar,

Sub: Enrolment letter to Work Integrated Learning Programme ("WILP" or "Academy") as Trainee - Computer Applications

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Trainee - Computer Applications with the WILP which is a customized academic and training programme which will allow you to obtain M.Tech degree from one of the premier Engineer institutions in India.

The duration of the academic programme shall be 48 months from the **date of enrollment with WILP**. Your date of joining will be intimated through a separate communication.

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

Please read through the terms and conditions of your enrolment as provided below.
We look forward to having a long and fruitful relationship with you at WILP, wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Sunil Kalachar
General Manager - Talent Acquisition

Endorsement

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

Signature:

Date:

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

Principal
Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

7557213



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikhroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 2/5/18

Ref No: HR/Campus/20181823

Ms. Snehal Shivaji Mandekar
Shivraj College, Gadhinglaj

Letter of Intent ("LOI")

Dear Snehal,


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

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

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/Institute for award of the degree/diploma subject to the minimum passing percentage/grade/rank/class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.


Principal
Shivraj College of Arts, Commerce,
& D.S.Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



29-NOV-2018

Letter Of Appointment

To,
Ms. Archana Patoli
TCS - Trivandrum

Dear Ms. Archana,

Further to your acceptance of our offer letter vide TCSL/DT20184272231/Trivandrum dated 02-May-2018 we are pleased to appoint you in our organisation in grade YG as Graduate Trainee.

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

You will be on Training for a period of 12 months from the date of your joining i.e. 29-NOV-2018 and will be confirmed thereafter, if found suitable, in a regular grade.

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

Your Associate number is 1542297.

Yours sincerely,
For TATA Consultancy Services Limited

VASUDEVAN RAJAGOPALAN
Head Talent Acquisition - India


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com

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



29-NOV-2018

Letter Of Appointment

To,
Ms. Tejaswini Lad
TCS - Trivandrum

Dear Ms. Tejaswini,

Further to your acceptance of our offer letter vide TCSL/DT20184273465/Trivandrum dated 02-May-2018 we are pleased to appoint you in our organisation in grade YG as Graduate Trainee.

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

You will be on Training for a period of 12 months from the date of your joining i.e. 29-NOV-2018 and will be confirmed thereafter, if found suitable, in a regular grade.

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

Your Associate number is 1542289.

Yours sincerely,
For TATA Consultancy Services Limited

VASUDEVAN RAJAGOPALAN
Head Talent Acquisition - India

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com

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

TCS Private & Confidential

Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



29-NOV-2018

Letter Of Appointment

To,
Ms. Mayuri Gurav
TCS - Trivandrum

Dear Ms. Mayuri,

Further to your acceptance of our offer letter vide TCSL/DT20184272748/Trivandrum dated 02-May-2018 we are pleased to appoint you in our organisation in grade YG as Graduate Trainee.

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

You will be on Training for a period of 12 months from the date of your joining i.e. 29-NOV-2018 and will be confirmed thereafter, if found suitable, in a regular grade.

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

Your Associate number is 1542320.

Yours sincerely,
For TATA Consultancy Services Limited

VASUDEVAN RAJAGOPALAN
Head Talent Acquisition - India

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Ravelling Street, Fort, Mumbai-400 001, Maharashtra, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com

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

TCS Private & Confidential

Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



HRD/2T/12384521/18-19

Ms. Mayuri Vasant Sutar
Candidate ID: 12384521
45565
Sirsangi
Kolhapur - 416504
Maharashtra
India
Ph: (91) 91450 26321

May 22, 2018



Dear Mayuri,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our renewed journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED

CIN: L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.05.22 10:09:54 +05:30
Reason: Offer Letter
Location: Bangalore


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)



Offer: Computer Consultancy
Ref: TCSL/DT20184273991/Pune
Date: 02/05/2018

Mr. Khalid Akhalak Mujawar
A/P Mahagaon Tal:Gadhinglaj Dist:KolhapurAjad Chowk,
Pach Rasta,
Gadhinglaj-416503,
Maharashtra.
Tel# -9975519542

Dear Khalid Akhalak Mujawar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade YG. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

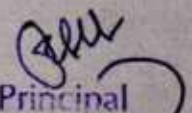
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184273991

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No. 103/A/1/129, CTS 1995, Nagar Road, Yerwade, Pune-411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office: Nirma Building, 9th floor, Nariman Point, Mumbai-400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com


Principal
Shivraj College of Arts, Commerce,
& D.S. Kadam Science College,
Gadhinglaj, (Dist. Kolhapur)