



Vidya Vikas Education Trust's  
Universal College of Engineering, Kaman Road, Vasai-401208  
Accredited B+ Grade by NAAC

## Academic Year 2020-21

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### Summary

#### Placement of Outgoing Students 2020-21

<u>Sr.No</u>	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details
1	2020-21	Jayesh Suresh Kanparia	Computer Engineering	2020-21	TRAINEE ENGINEER
2	2020-21	Jignesh Vipul Vaidya	Computer Engineering	2020-21	GET
3	2020-21	Jinal Pravin Darji	Computer Engineering	2020-21	PROJECT ENGINEER
4	2020-21	Karishma Ashok Kolhe	Computer Engineering	2020-21	ASSOCIATE SOFTWARE ENGINEER
5	2020-21	Keshav Anant Shrivastav	Computer Engineering	2020-21	TRAINEE
6	2020-21	Keyur Kishorbhai Babariya	Computer Engineering	2020-21	TRAINEE SOFTWARE
7	2020-21	Kinal Jogani	Computer Engineering	2020-21	SYSTEM ENGINEER
8	2020-21	Mada Lohitha	Computer Engineering	2020-21	Jr.Engineer at mindtree
9	2020-21	Kushal Kantilal Hurbada	Computer Engineering	2020-21	JR ENGINEER
10	2020-21	Manasi Todankar	Computer Engineering	2020-21	TRAINEE ENGINEER
11	2020-21	Mandar Satyavijay Kandalgaonkar	Computer Engineering	2020-21	TRAINEE ENGINEER
12	2020-21	Meghdatta Hemant Korgaonkar	Computer Engineering	2020-21	TRAINEE SOFTWARE ENGINEER



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13	2020-21	Akshay Vithal Sarmalkar	Computer Engineering	2020-21	ASSOCIATE SOFTWARE ENGINEER
14	2020-21	Chinmay Rajesh Parab	Computer Engineering	2020-21	SOFTWARE ENGINEER
15	2020-21	Purvesh Vipul Gosalia	Computer Engineering	2020-21	ASSOCIATE SOFTWARE ENGINEER
16	2020-21	Rushabh Sunil Gangar	Computer Engineering	2020-21	DEVELOPER
17	2020-21	Sanket Magodia	Computer Engineering	2020-21	ASSOCIATE SOFTWARE ENGINEER
18	2020-21	Sudarshan Gurumirti Gampa	Computer Engineering	2020-21	ASSOCIATE SOFTWARE ENGINEER
19	2020-21	Tapan Shah	Computer Engineering	2020-21	ASSOCIATE SOFTWARE ENGINEER
20	2020-21	Shubham Sunil Hingu	Computer Engineering	2020-21	APPLICATION DEVELOPER
21	2020-21	Rishabh Dinesh Singh	Computer Engineering	2020-21	MEMBER TECHNICAL
22	2020-21	Bhavik Limbasiya	Computer Engineering	2020-21	TRAINEE SOFTWARE ENGINEER
23	2020-21	Hrshikesh Wabale	Computer Engineering	2020-21	ASSOCIATE SOFTWARE ENGINEER
24	2020-21	Hrushikesh Sanjay Malpekar	Computer Engineering	2020-21	SOFTWARE ENGINEER
25	2020-21	Ramya Yadav	Computer Engineering	2020-21	TRAINEE SOFTWARE ENGINEER
26	2020-21	Sagar Diptesh Mandal	Computer Engineering	2020-21	TRAINEE SOFTWARE ENGINEER



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27	2020-21	Vinit Rajesh Dedhia	Computer Engineering	2020-21	PROGRAMMER ANALYST
28	2020-21	Trisha Prasanna Bangera	Computer Engineering	2020-21	UIUX TRAINEE.
29	2020-21	Amit Suresh Luhar	Computer Engineering	2020-21	ENGINEER
30	2020-21	Gunjan Metha	Computer Engineering	2020-21	SOLUTION ANALYST
31	2020-21	Dhruval Parag Shah	Computer Engineering	2020-21	ASSISTANT SYSTEM ENGINEER
32	2020-21	Prajakta Eknath Gomase	Computer Engineering	2020-21	TRAINEE ENGINEER
33	2020-21	Prashant Murlidhar Vishwakarma	Computer Engineering	2020-21	TRAINEE ENGINEER
34	2020-21	Hiren Rajendra Satwara	Computer Engineering	2020-21	PROGRAM ANALYST
35	2020-21	Rahil Kothari	Computer Engineering	2020-21	ASSISTANT SOFTWARE ENGINEER
36	2020-21	Rajat Ramesh Dungarwal	Computer Engineering	2020-21	ASSISTANT SOFTWARE ENGINEER
37	2020-21	Sagar Ishwar Soni	Computer Engineering	2020-21	ASSOCIATE SE
38	2020-21	Sayali Sarjerao Amale	Computer Engineering	2020-21	TRAINEE ENGINEER
39	2020-21	Sheetal Randas Sawant	Computer Engineering	2020-21	SOFTWARE ENGINEER
40	2020-21	Subham Hingu	Computer Engineering	2020-21	ASSOCIATE SOFTWARE ENGINEER
41	2020-21	Subham Shirke	Computer Engineering	2020-21	TRAINEE ENGINEER



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42	2020-21	Siddharth Panchal	Computer Engineering	2020-21	TRAINEE ENGINEER
43	2020-21	Surekha Kalyanakrishnan Iyer	Computer Engineering	2020-21	ASSOCIATE SOFTWARE ENGINEER
44	2020-21	Suyrakant Jitendra Singh	Computer Engineering	2020-21	TRAINEE ENGINEER
45	2020-21	Aishwarya Taawade	Computer Engineering	2020-21	SOFTWARE ENGINEER
46	2020-21	Kalpesh Vasani	Computer Engineering	2020-21	SOFTWARE ENGINEER
47	2020-21	Vikas Jay Prakash Pandey	Computer Engineering	2020-21	SYSTEMS ENGINEER
48	2020-21	Tejas Shankar Gudulekar	Computer Engineering	2020-21	SYSTEMS ENGINEER
49	2020-21	Tejaswini Kiran Sawant	Computer Engineering	2020-21	TRAINEE ENGINEER
50	2020-21	Dev Mukesh Patel	Computer Engineering	2020-21	SOFTWARE ENGINEER
51	2020-21	Pratik Ashwin Ratanpara	Computer Engineering	2020-21	SOFTWARE ENGINEER
52	2020-21	Darshan Ajay Gohil	Computer Engineering	2020-21	INFOSYS MOD
53	2020-21	Hardik Rameshbhai Dhedhu	Computer Engineering	2020-21	SOFTWARE ENGINEER
54	2020-21	Vaishali Mahabala Naik	Computer Engineering	2020-21	ASSOCIATE SE
55	2020-21	Vipul Laxmanram Purohit	Computer Engineering	2020-21	TRAINEE ENGINEER
56	2020-21	Harsh Tushar Raval	Computer Engineering	2020-21	JR SOFTWARE E



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57	2020-21	Harsh Jayesh Sangani	Computer Engineering	2020-21	BUSINESS DEVELOPMENT EXECUTIVE
58	2020-21	Rutvik Suresh Kachchhi	Computer Engineering	2020-21	ASSOCIATE CONSULTANT
59	2020-21	Akhil Jignesh Thakkar	Computer Engineering	2020-21	ASSOCIATE SOFTWARE ENGINEER .
60	2020-21	Deesha Shantaram Gavand	Computer Engineering	2020-21	ASSOCIATE SOFTWARE ENGINEER
61	2020-21	Darshana Subhash Sawant	Computer Engineering	2020-21	ASSOCIATE SE
62	2020-21	Bhaumik Subhashchandra Kesaliker	Computer Engineering	2020-21	TRAINEE -SOFTWARE ENGINEER - PROFESSIONAL SERVICES
63	2020-21	Ankit Kumar Hareshwar Singh	Computer Engineering	2020-21	DEVELOPER
64	2020-21	Anjali Shailendra Singh	Computer Engineering	2020-21	DEVELOPER
65	2020-21	Aniket Vishal Zodge	Computer Engineering	2020-21	JUNIOR SOFTWARE ASSOCIATE
66	2020-21	Aaditya Tushar Kadam	Computer Engineering	2020-21	CONSULTANT .
67	2020-21	Harsh Avinash Rawal	Computer Engineering	2020-21	ASSOCIATE SE
68	2020-21	Nidhi Bhavesh Gohil	Computer Engineering	2020-21	GET
69	2020-21	Kedar Bhat	Computer Engineering	2020-21	ANALYST AT CAPGEMINI
70	2020-21	Modi Smit Kalpesh	Computer Engineering	2020-21	Business ANALYST AT METLIFE
71	2020-21	Chandiwala Mahek Imran	Computer Engineering	2020-21	Sr. process associate at ADP



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72	2020-21	Chaudhary Utsav Vinodchandra	Computer Engineering	2020-21	Developer and Founder Developer and Founder at ProjectUAV
73	2020-21	Desai Khyati Jayesh	Computer Engineering	2020-21	Business Analyst Intern @Aspida
74	2020-21	Kasurde Roshan Dattaram	Computer Engineering	2020-21	Solution Engineer Backend Developer at i-XL Technologies
75	2020-21	Khizar Mohammad Mohammad	Computer Engineering	2020-21	Cybersecurity Consultant
76	2020-21	Gogri Khushboo Manish	Computer Engineering	2020-21	Strategic Engineer: Bridging Vision and Execution with Agile and Analysis
77	2020-21	Gohil Dravya Manubhai	Computer Engineering	2020-21	Flutter developer CDP India Pvt. Ltd
78	2020-21	Gohil Shubh Pravin	Computer Engineering	2020-21	Java Developer Tekno Point
79	2020-21	Kadaya Mohammed Ali Hasan Ali	Computer Engineering	2020-21	Data Engineer at L&T Infotech Pvt Ltd
80	2020-21	Kothari Rahil Ketan	Computer Engineering	2020-21	Systems Engineer at Tata Consultancy Services   Data Analytics   Machine Learning
81	2020-21	Maurya Kajal Jagdish	Computer Engineering	2020-21	Associate - Content/Database Management
82	2020-21	Momin Danish Mohd Azam	Computer Engineering	2020-21	ZF Group Graduate Engineer Trainee
83	2020-21	Mule Mihir Markand	Computer Engineering	2020-21	Graduate Engineering Trainee
84	2020-21	Palande Dishant Chandrakant	Computer Engineering	2020-21	Network Operations Engineer - Service Assurance



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85	2020-21	Panchal Ronak Girish	Computer Engineering	2020-21	MDM Solution Consultant   EBX developer   Python Developer
86	2020-21	Zala Yashpalsingh Jaydevsingh	Computer Engineering	2020-21	Flutter developer at NinjaStudy (YC W22)
87	2020-21	Pant Dikshita Sunil	Computer Engineering	2020-21	Systems Engineer at ATOS Global IT Solution
88	2020-21	Parekh Smit Hitesh	Computer Engineering	2020-21	Technical Analyst at Zycus
89	2020-21	Parmar Karan Arvind	Computer Engineering	2020-21	Business Analyst Kalpasru Diamond
90	2020-21	Usdadiya Abhishek Arvind	Computer Engineering	2020-21	Junior Software Engineer at WIPRO
91	2020-21	Shirke Shubham Sudhir	Computer Engineering	2020-21	Software Engineer - II at MediaMint
92	2020-21	Shirke Aadit Amit	Computer Engineering	2020-21	.NET Developer India Bison
93	2020-21	Rathod Mehul Natwar	Computer Engineering	2020-21	Full Time Stock Market Trader
94	2020-21	Reddy Pratham Ashok	Computer Engineering	2020-21	Front Desk Student Assistant, Office of International Student and Scholar Services
95	2020-21	Salian Rohit Raghuveer	Computer Engineering	2020-21	Associate Consultant T-Systems ICT India Pvt. Ltd.
96	2020-21	Shetty Pavankumar Uday	Computer Engineering	2020-21	Clinical Data Svs Analyst at Accenture
97	2020-21	Sape Yeshwant Brahma	Computer Engineering	2020-21	Business Analyst at Wipro
98	2020-21	Satra Harsh Ritesh	Computer Engineering	2020-21	Deputy Manager (Business Analyst) at



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					Business Intelligence Unit, Axis Bank
99	2020-21	Shah Raj Rakesh	Computer Engineering	2020-21	Cloud Analyst at KPMG India
100	2020-21	Shah Zil Ajay	Computer Engineering	2020-21	System Integrations & CRM technology head, Durian
101	2020-21	Tawade Aishwarya Sunil	Information Technology	2020-21	TCS
102	2020-21	Jadhav Dimple Jaya	Information Technology	2020-21	NEC SOFTWARE SOLUTIONS
103	2020-21	Upadhyay Tejas Vijay	Information Technology	2020-21	Infosys
104	2020-21	Gupta Tarachand Raju	Information Technology	2020-21	KKNT First Main Private Limited
105	2020-21	Singh Aditya Brahmadev	Information Technology	2020-21	Increminds Private Limited
106	2020-21	Metrani Ankita Rajendra	Information Technology	2020-21	Prosares solutions Pvt Ltd
107	2020-21	Dubey Neha Subedar	Information Technology	2020-21	Citius tech healthcare pvt ltb
108	2020-21	Kandu Vighnesh Santosh	Information Technology	2020-21	Bitwise
109	2020-21	Raut Soham Santosh	Information Technology	2020-21	Bitwise
110	2020-21	Timapur Soniya Vengalrao	Information Technology	2020-21	Bitwise
111	2020-21	Dabholkar Urmi Satish	Information Technology	2020-21	Cognizant
112	2020-21	Patil Jay Dilip	Information Technology	2020-21	Cognizant
113	2020-21	Vaibhav Rakesh Patel	Information Technology	2020-21	Shiftask international



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114	2020-21	Rajpura Nisarg Vipul	Information Technology	2020-21	Pixacore India
115	2020-21	Gupta Ashish Biharilal	Information Technology	2020-21	Bitwise
116	2020-21	Agrawal Vibhor Arun	Information Technology	2020-21	TCS
117	2020-21	Aparna Sudhir Sudha	Information Technology	2020-21	TCS
118	2020-21	Bhanushali Meet Ramesh	Information Technology	2020-21	Amazon
119	2020-21	Mahavir Sumersingh Deora	Information Technology	2020-21	TCS
120	2020-21	Gala Moksha Velji	Information Technology	2020-21	Infosys
121	2020-21	Ghosh Avik Gautam Ghosh	Information Technology	2020-21	TCS
122	2020-21	Giri Atulkumar Satish	Information Technology	2020-21	Pentagon Space CSR Drive
123	2020-21	Gupta Pankajkumar Pappuprasad	Information Technology	2020-21	BETSOL.
124	2020-21	Kadiya Kuldeep Mukeshbhai	Information Technology	2020-21	Neosoft
125	2020-21	Mandal Rishav Nabin	Information Technology	2020-21	Support Hives Technologies LLP
126	2020-21	Mate Tejas Shashikant	Information Technology	2020-21	Pentagon Space CSR Drive 2021 Batch.
127	2020-21	Mhatre Tejashree Harihar	Information Technology	2020-21	Pentagon Space CSR Drive 2021 Batch.
128	2020-21	Morekar Jash Kalpesh	Information Technology	2020-21	Nimap InfoTech.,



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129	2020-21	Nandu Henil Kamlesh	Information Technology	2020-21	Dalal Finserve Private limited Dalal Finserve Private limited
130	2020-21	Parekh Anish Rajesh	Information Technology	2020-21	Scriptbytes Technology Services Pvt. Ltd.
131	2020-21	Patel Aditi Ashwin	Information Technology	2020-21	Juvenileway
132	2020-21	Patel Aryan Girishbhai	Information Technology	2020-21	Hitech Specialities Solutions Limited
133	2020-21	Patel Dhruv Dahyabhai	Information Technology	2020-21	CitiusTech
134	2020-21	Patel Prince Manoj	Information Technology	2020-21	WonderBiz
135	2020-21	Prajapati Amish Atul	Information Technology	2020-21	Coin Crunch Media,
136	2020-21	Prajapati Dhru Sanjay	Information Technology	2020-21	Sankey Solutions
137	2020-21	Prajapati Smit Shirish	Information Technology	2020-21	ARHAM TECHNOSOFT
138	2020-21	Saglani Bhavik Alpesh	Information Technology	2020-21	Pentagon Space CSR Drive
139	2020-21	Sayed Areeb Masood	Information Technology	2020-21	Jaro Topscholars
140	2020-21	Singh Subham Dharmendra	Information Technology	2020-21	HCL
141	2020-21	Suthar Mitiksh Bharatkumar	Information Technology	2020-21	Kruti solutions
142	2020-21	Tejani Alizain Feroz	Information Technology	2020-21	Finarya Tech Private Limited .
143	2020-21	Thakkar Karan Sunil	Information Technology	2020-21	TransformHub . Full-time
144	2020-21	Upadhyay Sujal Ramsevak	Information Technology	2020-21	Pentagon Space CSR Drive 2021 Batch.



145	2020-21	Uttarkar Vaishali Prakash	Information Technology	2020-21	Bitwise
146	2020-21	Varma Abhilasha Mahadeo	Information Technology	2020-21	Pentagon Space CSR Drive
147	2020-21	Vishwakarma Sitala Rammurat	Information Technology	2020-21	Eclat Engineering
148	2020-21	Rajkumar Chandulal Sanchaniya	Civil Engineering	2020-21	BYJUS
149	2020-21	Chirag Gangani	Civil Engineering	2020-21	PINCLICK
150	2020-21	Dhaval Shah	Civil Engineering	2020-21	RK INFRA PROJECTS
151	2020-21	Sankalp Sandeep Mane	Civil Engineering	2020-21	ELEATION
152	2020-21	Subh Soni	Civil Engineering	2020-21	ELEATION
153	2020-21	Prajwal	Civil Engineering	2020-21	PINCLICK
154	2020-21	Jay Parmar	Civil Engineering	2020-21	ELEATION
155	2020-21	Pooja Kadam	Civil Engineering	2020-21	ELEATION
156	2020-21	Krish Mahipal Jain	Civil Engineering	2020-21	ELEATION
157	2020-21	Neeraj Kholakia	Civil Engineering	2020-21	CLANCY GLOBAL
158	2020-21	Nikit Shetty	Civil Engineering	2020-21	PINCLICK
159	2020-21	Prashant Ingale	Civil Engineering	2020-21	PINCLICK/ELEATION/TEKBURO
160	2020-21	Maharshi Trivedi	Civil Engineering	2020-21	ELEATION/PINCLICK



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161	2020-21	Yash Kamalakar Patil	Civil Engineering	2020-21	PINCLICK
162	2020-21	Pradeep Bharat Parmar	Civil Engineering	2020-21	RAGHUVVEER ENTERPRISE LTD
163	2020-21	Smit Chaudhary	Civil Engineering	2020-21	TEKBURO
164	2020-21	Suraj Dashrath Yadav	Civil Engineering	2020-21	VAISHALI CONSTRUCTION LTD
165	2020-21	Suvarna Laxman Jadhav	Civil Engineering	2020-21	BALAJI CONST
166	2020-21	Yash Digambar Devlikar	Civil Engineering	2020-21	SHREE RAJLAL ENTERPRISES
167	2020-21	Mali Kush Tushar	Civil Engineering	2020-21	RA-Tech Eng.
168	2020-21	Ambekar Shrutika Atmaram	Civil Engineering	2020-21	Ravabuildcon
169	2020-21	Raut Mohak Nilesh	Civil Engineering	2020-21	HDFC bank
170	2020-21	Kadu Sayali Sanjay	Civil Engineering	2020-21	Nahalchand Laloochand Pvt.Ltd.
171	2020-21	Sanghvi Abhi Rohit	Civil Engineering	2020-21	Vitrag Infra Project LLP
172	2020-21	Mehta Dharmil Dharmesh	Civil Engineering	2020-21	Condot System Pvt.Ltd.
173	2020-21	Palav Vismay Gajanan	Civil Engineering	2020-21	MIDC
174	2020-21	Patel Rahul Dhanraj	Civil Engineering	2020-21	Vivid Holidays Group
175	2020-21	Sudra Dhruv Bharat	Civil Engineering	2020-21	Ravabuildcon
176	2020-21	Patil Surabhi Prabhat	Civil Engineering	2020-21	KC Shah Consultant



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177	2020-21	Mali Rohit Janardan	Civil Engineering	2020-21	Lele Infratech
178	2020-21	Bilapate Mayur Palhad	Electronics and telecommunication	2020-21	CDAC
179	2020-21	Vichare Abhishek Yashvant	Electronics and telecommunication	2020-21	AMBETRONICS
180	2020-21	Kapure Nisarg Manohar	Electronics and telecommunication	2020-21	eCW
181	2020-21	Jaiswar Shashikumar Ghanshyam	Electronics and telecommunication	2020-21	INFOSYS
182	2020-21	Dukhande Aishwarya Dayanand	Electronics and telecommunication	2020-21	graymatrix
183	2020-21	Sawant Yugandhara Prakash	Electronics and telecommunication	2020-21	Mphasis
184	2020-21	Jadeja Dhairavi Pradyauman	Electronics and telecommunication	2020-21	Nutanix
185	2020-21	Singh Anand Ashok	Electronics and telecommunication	2020-21	R-Tech Information Systems
186	2020-21	Sawant Vaibhav Dilip	Electronics and telecommunication	2020-21	Capgemini
187	2020-21	Nambiar Vinayak Mukundan	Electronics and telecommunication	2020-21	Oscorp global agency
188	2020-21	Pawar Aniwarya Anil	Electronics Engineering	2020-21	TOBH
189	2020-21	Maurya Ajaykumar Omprakash	Electronics Engineering	2020-21	VEDANT
190	2020-21	Nair Prashant Balagupalan	Electronics Engineering	2020-21	TCS



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191	2020-21	Shah Meet Rakesh	Electronics Engineering	2020-21	GEEBEE
192	2020-21	Sankhe Pranjal Ashok	Electronics Engineering	2020-21	Capgemini
193	2020-21	Kanada Aditya Balkrishna	Electronics Engineering	2020-21	GEEBEE
194	2020-21	Ranim Sahil Suresh	Electronics Engineering	2020-21	Proteus Electronics pvt ltd.

Dear Jayesh Kanparia,

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: 2021.09.03 11:34:49 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

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

Dear Jayesh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

### **Joining**

Your scheduled date of employment with us will be **13-Sep-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.



August 18, 2021

“We welcome you to our innovative and dynamic team”

**OFFER LETTER**

Dear **Jignesh Vaidya**,

Welcome to Mitr Learning and Media Pvt. Ltd.

We are eager to have you as part of our team and foresee your skills as a valuable contribution to our company and clients. We are therefore pleased to offer you the position of **Graduate Engineer Trainee (GET)** with Mitr Learning And Media Pvt. Ltd. The date of commencement of the training will be **September 1, 2021**.

As a GET you will be entitled for remuneration of **INR 20,000/-** per month for the first three months. After successful completion of these three months, your remuneration will be **INR 30,000/-** per month for the next nine months. On successful completion of these twelve months, your revised monthly remuneration will be **INR 35,000/-** till the end of your agreement duration.

Please note that company is making significant investment on training and this remuneration is to cover any expense of personal nature you may have to incur. Since the investment done by MITR in terms of time and money will be significant, you will be required to sign “Training Agreement” to avail this training.

You shall receive your payment by 7<sup>th</sup> of every month. Leave and other company policies will be made available to you at time of joining. Your signing this Offer Letter confirms your acceptance that you would be joining Mitr Learning And Media Pvt. Ltd. on the given date.

We look forward to working with you.

Sincerely,

**For Mitr Learning & Media Pvt. Ltd.,**



**Human Resources**

August 18, 2021

**SALARY STRUCTURE**

Name: Jignesh Vaidya  
Designation: Graduate Engineer Trainee (GET)  
Joining Date: September 1, 2021  
Effective Date: September 1, 2021

Salary Package	Monthly	Annually
Basic	15,100	181,200
HRA	3,300	39,600
City Compensatory Allowance	1,600	19,200
PF Employer's Contribution	-	-
<b>Total Salary</b>	<b>20,000</b>	<b>240,000</b>

For Mitr Learning & Media Pvt. Ltd.,



**Human Resources**



## APPOINTMENT LETTER

June 29, 2021

Dear Jinal Darji,

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

### **1. Appointment Details:**

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

### **2. Compensation:**

You will be eligible for:

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

### **3. Other Benefits:**

You will also be eligible for:

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

#### 4. Responsibilities:

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

#### 5. Conflict of Interest:

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

#### 6. Confidentiality:

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



## Nimap Infotech LLP

**Regd. Add :-** Flat No. B-204, 2nd Floor, Pawapuri Apt 85/87, Seth Motisha Lane, Lowe Lane, Mazgaon, Mumbai - 400 010.

**Admin Add:-** Todi Industrial Estate, A Wing, Gala No. 41, 4th floor, Sunmill Compound, Lower Parel- West, Mumbai - 400013

Tel : +91 22 6639 5181

Mob : +91 9819312721

+91 9920977080

CIN No. - AAC:2388

Email - info@nimapinfotech.com

Website - www.nimapinfotech.com

## Offer Letter

To,  
**Karishma Kolhe**

Date: 18/10/2020

**Congratulations !** You are now a part of the Nimap family !! We are delighted to extend to you our offer to join Nimap Infotech LLP (herein referred as 'Nimap') for the position of **Associate Software Engineer** on the terms and conditions set forth in this offer letter.

You will join us as a full time employee on 1st June 2021. **You agree to serve the company for a minimum of 2 years.** You will be eligible for your next annual increment in **October 2024.**

You will be on probation for the first 6 months of joining. The address of our premises is Office no 41, Todi estate A wing, Sunmill compound, Senapati Bapat Marg, Lower Parel west, Mumbai – 400 010.

As long as you join us as a full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached **Annexure A** subject to the following **terms and conditions:**

It is essential that you join on the date as mentioned in the offer letter. In case of mediocre performance, Nimap reserves the right to terminate the employee within 30 days without any compensation. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn.

### **BENEFITS, INCREMENT AND PROMOTION**

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company.

You will be eligible for your next annual increment in **October 2024.**

We are enthusiastic and pleased that you are going to be a part of our organization. To accept

this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 5 business days from the date of this letter.

All additional pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Sincerely,

**For Nimap Infotech LLP**



**Priyank T Ranka**  
**Authorized Partner, CEO**

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

**Karishma Kolhe**

Date



Vistaar Systems Pvt. Ltd.  
Rajeeva Prant 1, Wing 'A'  
Pandit J. Nehru Road  
Vakola, Santacruz East  
Mumbai 400 055  
www.vistaar.com  
TEL: +91 22 66931444  
FAX: +91 22 66910511  
CIN: U72900MH2000PTC124811

Date: June 18, 2021

Mr. Keshav Anant Srivastava  
Flat No. C-003, Ground Floor, Daiwik CHSE, Near Everline Medical,  
Everline City, Vasai (East), Thane, Maharashtra - 401208.

Dear Mr. Keshav,

**Sub: Offer Letter**

We are pleased to offer you a position as Trainee at Vistaar Systems Private Limited.

Your training period will be for one year, from the date of commencement of your employment with us.

During this period, you will be entitled to an annual salary of ₹ 3,30,000, less applicable taxes and deductions. The detailed break-up of your emoluments has been given below:

Basic Salary	₹ 8,250
House Rent Allowance	₹ 4,125
Special Allowance	₹ 13,325
Employer's contribution to Provident Fund	₹ 1,800
Monthly Gross	₹ 27,500
Annual Salary	₹ 3,30,000

Your offer is valid, subject to you clearing all your remaining exams in the first attempt and clearing a valid reference check, which will be initiated by Vistaar, upon your joining.

On completion of your training period, if your performance is found to be satisfactory, then you will be confirmed effective the first date of the next month, following the period of training. Your specific responsibilities, during this period (and later), will be communicated to you from time to time.

Your current assignment will be in our Customer Success Department. During your term of employment with our organization, you will be responsible for such duties as are assigned to you by us. You will work diligently and sincerely for the benefit of our organization and improve its image and credibility to the best of your ability.


There are two annexures attached to this letter.

The first one outlines our terms and conditions of employment. Please refer to this for details on our working hours, termination clause, workplace security and other terms of employment.

The second annexure is our Employee Confidentiality and Assignment Agreement.  
The annexures and this letter form the complete set of your offer letter.

Please execute the complete offer letter set and return the signed copies to HR.

Sincerely,

  
Kannan Narayan  
Managing Director - India

I Accept

  
[Signature & Date]

Jul 14, 2021

To,

**Keyur Babariya**

B/33, Sheetal Complex, S V Road, Dahisar East, Mumbai-400068

Dear Keyur,

**Welcome to CitiusTech!**

It gives me tremendous pleasure to extend our offer of employment to have you join CitiusTech Healthcare Technology Private Limited (formerly Citius IT Solutions Private Limited) ("CitiusTech") as a **Trainee - Software Engineer - Professional Services from 16-Jul-2021**. I am confident that you will have a fulfilling and rewarding career at CitiusTech.


At CitiusTech, you will be a part of our IT solutions group. This group consists of individuals of the highest caliber / experience / qualification. Members of this group are drawn from the best of educational institutions from India and abroad and leading Indian and global IT services companies. As part of this group, you will continue to have the opportunities to work on cutting edge software technologies, while also developing a broad knowledge of healthcare workflows. In addition, CitiusTech will also present opportunities for personal development through our multi-faceted training programs, interest groups, leadership development programs, and end-client engagement.

As we have discussed, your compensation will be **Rs.4.00 lakhs** per annum - **Rs. 4.00 lakhs** as fixed (payable monthly). The fixed amount includes **Rs.0.28 lakhs** per annum of retention pay, payable monthly. (Retention is part of salary structure for the first two years of employment). You will be payable **Rs. 1.60 lakhs** per annum payable monthly over and above your fully loaded CTC when working in the night shift.

In addition to the above, if the employee resigns from and/or leaves the services of CitiusTech for any reason before the completion of 18 months from the date of Joining, then the employee shall pay CitiusTech a sum of **Rs.0.75 lakhs** in consideration of the training that has been provided by CitiusTech and the remuneration drawn by the employee during the training period. The document for the same will be executed at the time of joining.

Along with the above, we will execute an appointment letter as well as a standard non-disclosure agreement. Copies of these are available for your perusal. Once again, we welcome you to CitiusTech and to the dynamic world of healthcare software and technology. Kindly note that this offer is contingent upon successful completion of a background check, including a check of your employment references.

With best wishes,

X 

**For CitiusTech Healthcare Technology Private Limited  
(formerly Citius IT Solutions Private Limited)**

**Accepted & Confirmed**

Authorized Signatory

Date: Jul 14, 2021

## CitiusTech Healthcare Technology Private Limited

### Salary Structure

Name of Employee: Keyur Babariya

Effective Date: Jul 16, 2021

#### A STRUCTURE

Details	Rs per month	Rs per annum
Basic	22000	264000
Company contribution to Provident Fund	2640	31680
Flexi Basket	6360	76320
Retention Pay	2333	28000
<b>Total Fixed Pay</b>	<b>33333</b>	<b>400000</b>
<b>Total cost to Company</b>	<b>33333</b>	<b>4,00,000</b>

#### B NOTES

1. Retention pay is part of salary structure for the first two years of employment
2. Flexi basket will be made available on the ESS portal post joining of employee
3. Flexi basket components - Conveyance, Medical Allowance, LTA, Food coupons, NPS
4. Balance amount (out of flexi declaration) will be considered as "HRA"

#### C TAKE HOME PAY

Components	Rs per month	Rs per annum
Basic	22000	264000
Company Contribution to Provident Fund	2640	31680
Flexi Basket	6360	76320
Retention Pay	2333	28000
<b>Gross Earnings ( Fixed Pay)</b>	<b>33333</b>	<b>400000</b>
<b>Gross Earnings</b>	<b>33333</b>	<b>4,00,000</b>

#### Less : Deductions

Professional tax	200	2400
Provident fund- Employees Contribution	2640	31680
Provident fund- Employers Contribution	2640	31680
<b>Total Deductions before TDS</b>	<b>5480</b>	<b>65760</b>

<b>Net earnings before TDS</b>	<b>27853</b>	<b>334240</b>
--------------------------------	--------------	---------------

**CitiusTech Healthcare Technology Private Limited  
 (formerly Citius IT Solutions Private Limited)**

Regd. Office : Ground floor, B Block, Teritex Building, Saki Vihar Road, Andheri (E) Mumbai 400 072, MH, India.  
 SEZ Unit : Mindspace, Serene Properties SEZ, Thane – Belapur Road, Airoli, Navi Mumbai – 400 708, MH, India  
 CIN: U72100MH2005PTC153862

HRD/3T/1002381079/21-22

September 3, 2021

Ms. Kinal Jogani  
B/202, Shiv Prasad Bldg, Govind Bhagwati Complex,  
" Tiwari Nagar, Tulinj Road"  
Nala sopara-401209  
India

Ph: +91-7276597107

Dear Kinal,

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: 2021.09.03 20:22:20 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

Ms. Kinal Jogani  
B/202, Shiv Prasad Bldg, Govind Bhagwati Complex,  
" Tiwari Nagar, Tulinj Road"  
Nala sopara-401209  
India

Ph: +91-7276597107

Dear Kinal,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

### **Joining**

Your scheduled date of employment with us will be **13-Sep-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.



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## RE: Mindtree Campus Update : Your offer and DOJ awaits!

1 message

---

Mindtree Campus <Campus@mindtree.com>

Sat, 3 Jul, 2021 at 9:59 AM

Dear Talent, If you receive any email from Career Alert, **DO NOT click on OPT OUT OF PROCESS.**

Regards,

Campus TA

---

**From:** Mindtree Campus

**Sent:** Friday, July 2, 2021 6:49 PM

**To:** 'lohitha054@gmail.com' <lohitha054@gmail.com>

**Subject:** Mindtree Campus Update : Your offer and DOJ awaits!



Dear Mada Lohitha,

Congratulations on clearing all our interview rounds. You have been shortlisted to receive an offer for the role of C&I Jr. Engineer at Mindtree!

We would like you to attend a LIVE session with our Campus Talent Acquisition team on next steps towards your offer, date of joining and preparation. Information on your date of joining\* will be announced on the below MS Teams meeting.

Please make note of the below event and attend.

**Date:** July 5th, 2021

**Time:** 11:00 AM

**Link:** [Click here to join the meeting](#)

Regards,

Campus Talent Acquisition Team

Mindtree



Welcome to possible

---

<http://www.mindtree.com/email/disclaimer.html>

29<sup>th</sup> June, 2021

**To,  
Mr. Kushal Hurbada**

Dear Kushal,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

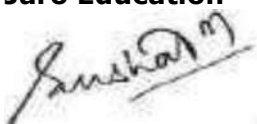
**Find below compensation details:**

During the first month (including training) you would be paid remuneration of Rs.25,000/-pm. If target of first month is achieved (100%) then your salary will be revised to Rs.55,000/-pm (As per below table) effective from second month and arrears of the first month will also be paid to you.

If in case you fail to achieve the target for first month, then extension of one more month will be given at a remuneration of 25,000/-pm.

Particulars	(Amount in Rupees.)	
	Per Month	Per Annum
Basic Salary	16,000	1,92,000
House Rent Allowance	8,000	96,000
Transport Reimbursement	1,600	19,200
Telephone Reimbursement	500	6,000
Statutory Bonus (Paid Monthly)	1,400	16,800
Special Allowance	12,500	1,50,000
<b>Total</b>	<b>40,000</b>	<b>4,80,000</b>
Daily Travel Reimbursement	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	12,000	1,20,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	-	3,68,000
<b>CTC: Six Lakh Sixty Thousand only p.a.</b>	<b>55,000</b>	<b>10,00,000</b>

**Regards,  
Jaro Education**



**Sushant Mallya  
General Manager – Human Resource**

I agree to the above terms & conditions \_\_\_\_\_ Dated \_\_\_\_\_

**Jaro Institute of Technology Management and Research Limited**

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.

CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in

# CSR Campus Drive -2021

Dear Manasi Todankar

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## **Adding to the benefits, you get**

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

# CSR Campus Drive -2021

Dear Mandar satyavijay kandalgaonkar

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant



Bitwise Solutions Pvt. Ltd.  
Bitwise World  
Off International Convention Centre  
Senapati Bapat Road  
Pune - 411 016, India  
+ 91 20 40102000  
bitwiseglobal.com  
cell: 02006199700555

## **OFFER OF EMPLOYMENT**

**Jun 10, 2021**

**To,**

**Meghdatta Hemant Korgaonkar**

H-201, Veena Sur Shyam

100 Feet Vasai- Nallasopara Link Road, Behind PMC Bank

Vasai, Maharashtra - 401208

**Position offered: Project Trainee**

Hi **Meghdatta**,

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

### **So what's in it for you?**

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

### Compensation Details

Your annual CTC will be ₹3,00,000/- (Three Lakh Only) P.A.TDS will be deducted as applicable.

The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	138000	11500
HRA	55200	4600
Transport Allowance	27600	2300
Special Allowance	6000	500
Medical Allowance	27600	2300
Gross	254400	21200
Bonus	24000	0
Company contribution to PF	21600	1800
CTC	3,00,000	23000

\*Bonus will be paid proportionately during **2022** Diwali.

Your employment will be effective from **Jun 14, 2021**.

You will be on probation till **Dec 13, 2021** and based on your performance and the company's requirement & on completion of your graduation degree you will be converted to a permanent employee. However this offer is contingent upon completion of a successful reference & background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.

Sincerely,

X 

Rupali Veerkar

VP - HR



Bitwise Solutions Pvt. Ltd.  
Bitwise World  
Off International Convention Centre  
Senapati Bapat Road  
Pune - 411 016, India  
+ 91 20 40102000  
bitwiseglobal.com  
cell: 02006198700555

## **OFFER OF EMPLOYMENT**

**Jun 10, 2021**

**To,**

**Meghdatta Hemant Korgaonkar**

H-201, Veena Sur Shyam

100 Feet Vasai- Nallasopara Link Road, Behind PMC Bank

Vasai, Maharashtra - 401208

**Position offered: Project Trainee**

Hi **Meghdatta,**

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

### **So what's in it for you?**

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

### Compensation Details

Your annual CTC will be ₹3,00,000/- (Three Lakh Only) P.A.TDS will be deducted as applicable.

The breakup of your salary will be as follows:

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We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.

Sincerely,

X 

Rupali Veerkar

VP - HR

this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 5 business days from the date of this letter.

All additional pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Sincerely,

**For Nimap Infotech LLP**



**Priyank T Ranka**  
**Authorized Partner, CEO**

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

**Akshay Vithal Sarmalkar**

Date

## Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

<b>Salary Structure 1st Year: CTC:- 264000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	16,000	1,92,000
Performance Bonus	2,000	24,000
Performance & Loyalty Bonus	4,000	48,000
<b>Total Gross - Cash Component (A)</b>	<b>22,000</b>	<b>2,64,000</b>
<b>Less Deductions (B)</b>		
Bonus components	6,000	72,000
Profession Tax	200	2,500
<b>Net Take Home = A-B</b>	<b>15,800</b>	<b>1,89,500</b>
<b>CTC(Cost To Company)</b>	<b>22,000</b>	<b>2,64,000</b>
<b>Salary Structure: CTC 2nd Year:- 348000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	25,000	3,00,000
Performance & Loyalty Bonus	4,000	48,000
<b>Total Gross - Cash Component (A)</b>	<b>29,000</b>	<b>3,48,000</b>
<b>Less Deductions (B)</b>		
Bonus components	4,000	48,000
Profession Tax	200	2,500
<b>Net Take Home = A-B</b>	<b>24,800</b>	<b>2,97,500</b>
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<b>Salary Structure 3rd Year: CTC:- 480000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	35,000	4,20,000
Performance & Loyalty Bonus	5,000	60,000
<b>Total Gross - Cash Component (A)</b>	<b>40,000</b>	<b>4,80,000</b>
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## Nimap Infotech LLP

**Regd. Add :-** Flat No. B-204, 2nd Floor, Pawapuri Apt 85/87, Seth Motisha Lane, Lowe Lane, Mazgaon, Mumbai - 400 010.

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Mob : +91 9819312721

+91 9920977080

CIN No. - AAC2388

Email - info@nimapinfotech.com

Website - www.nimapinfotech.com

## Offer Letter

To,  
Chinmay Parab

Date: 18/10/2020

**Congratulations !** You are now a part of the Nimap family !! We are delighted to extend to you our offer to join Nimap Infotech LLP (herein referred as 'Nimap') for the position of **Associate Software Engineer** on the terms and conditions set forth in this offer letter.

You will join us as a full time employee on 1st June 2021. **You agree to serve the company for a minimum of 2 years.** You will be eligible for your next annual increment in **October 2024.**

You will be on probation for the first 6 months of joining. The address of our premises is Office no 41, Todi estate A wing, Sunmill compound, Senapati Bapat Marg, Lower Parel west, Mumbai – 400 010.

As long as you join us as a full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached **Annexure A** subject to the following **terms and conditions:**

It is essential that you join on the date as mentioned in the offer letter. In case of mediocre performance, Nimap reserves the right to terminate the employee within 30 days without any compensation. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn.

### **BENEFITS, INCREMENT AND PROMOTION**

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company.

You will be eligible for your next annual increment in **October 2024.**

We are enthusiastic and pleased that you are going to be a part of our organization. To accept this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 5 business days from the date of this letter.

All additional pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Sincerely,

**For Nimap Infotech LLP**



**Priyank T Ranka**  
**Authorized Partner, CEO**

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

**Chinmay Parab**

Date

## Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

<b>Salary Structure 1st Year: CTC:- 264000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	16,000	1,92,000
Performance Bonus	2,000	24,000
Performance & Loyalty Bonus	4,000	48,000
<b>Total Gross - Cash Component (A)</b>	<b>22,000</b>	<b>2,64,000</b>
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Mob : +91 9819312721

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CIN No. - AAC:2388

Email - info@nimapinfotech.com

Website - www.nimapinfotech.com

## Offer Letter

To,  
**Purvash Gosalia**

Date: 18/10/2020

**Congratulations !** You are now a part of the Nimap family !! We are delighted to extend to you our offer to join Nimap Infotech LLP (herein referred as 'Nimap') for the position of **Associate Software Engineer** on the terms and conditions set forth in this offer letter.

You will join us as a full time employee on 1st June 2021. **You agree to serve the company for a minimum of 2 years.** You will be eligible for your next annual increment in **October 2024.**

You will be on probation for the first 6 months of joining. The address of our premises is Office no 41, Todi estate A wing, Sunmill compound, Senapati Bapat Marg, Lower Parel west, Mumbai – 400 010.

As long as you join us as a full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached **Annexure A** subject to the following **terms and conditions:**

It is essential that you join on the date as mentioned in the offer letter. In case of mediocre performance, Nimap reserves the right to terminate the employee within 30 days without any compensation. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn.

### **BENEFITS, INCREMENT AND PROMOTION**

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company.

You will be eligible for your next annual increment in **October 2024.**

We are enthusiastic and pleased that you are going to be a part of our organization. To accept

this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 5 business days from the date of this letter.

All additional pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Sincerely,

**For Nimap Infotech LLP**



**Priyank T Ranka**  
**Authorized Partner, CEO**

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

**Purvesh Gosalia**

Date

## Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

<b>Salary Structure 1st Year: CTC:- 264000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	16,000	1,92,000
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<b>Salary Structure: CTC 2nd Year:- 348000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	25,000	3,00,000
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<b>Salary Structure 3rd Year: CTC:- 480000</b>		
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CIN No. - AAC-2388

Email - info@nimapinfotech.com

Website - www.nimapinfotech.com

## Offer Letter

To,  
Rushabh Sunil Gangar

Date: 18/10/2020

**Congratulations !** You are now a part of the Nimap family !! We are delighted to extend to you our offer to join Nimap Infotech LLP (herein referred as 'Nimap') for the position of **Associate Software Engineer** on the terms and conditions set forth in this offer letter.

You will join us as a full time employee on 1st June 2021. **You agree to serve the company for a minimum of 2 years.** You will be eligible for your next annual increment in **October 2024.**

You will be on probation for the first 6 months of joining. The address of our premises is Office no 41, Todi estate A wing, Sunmill compound, Senapati Bapat Marg, Lower Parel west, Mumbai – 400 010.

As long as you join us as a full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached **Annexure A** subject to the following **terms and conditions:**

It is essential that you join on the date as mentioned in the offer letter. In case of mediocre performance, Nimap reserves the right to terminate the employee within 30 days without any compensation. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn.

### **BENEFITS, INCREMENT AND PROMOTION**

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All additional pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Sincerely,

**For Nimap Infotech LLP**



**Priyank T Ranka**  
**Authorized Partner, CEO**

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

**Rushabh Sunil Gangar**

Date

## Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

<b>Salary Structure 1st Year: CTC:- 264000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	16,000	1,92,000
Performance Bonus	2,000	24,000
Performance & Loyalty Bonus	4,000	48,000
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<b>CTC(Cost To Company)</b>	<b>22,000</b>	<b>2,64,000</b>
<b>Salary Structure: CTC 2nd Year:- 348000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	25,000	3,00,000
Performance & Loyalty Bonus	4,000	48,000
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<b>Salary Structure 3rd Year: CTC:- 480000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	35,000	4,20,000
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<b>Total Gross - Cash Component (A)</b>	<b>40,000</b>	<b>4,80,000</b>
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## Nimap Infotech LLP

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Mob : +91 9819312721

+91 9920977080

CIN No. - AAC2388

Email - info@nimapinfotech.com

Website - www.nimapinfotech.com

## Offer Letter

To,  
**Sanket Magodia**

Date: 18/10/2020

**Congratulations !** You are now a part of the Nimap family !! We are delighted to extend to you our offer to join Nimap Infotech LLP (herein referred as 'Nimap') for the position of **Associate Software Engineer** on the terms and conditions set forth in this offer letter.

You will join us as a full time employee on 1st June 2021. **You agree to serve the company for a minimum of 2 years.** You will be eligible for your next annual increment in **October 2024.**

You will be on probation for the first 6 months of joining. The address of our premises is Office no 41, Todi estate A wing, Sunmill compound, Senapati Bapat Marg, Lower Parel west, Mumbai – 400 010.

As long as you join us as a full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached **Annexure A** subject to the following **terms and conditions:**

It is essential that you join on the date as mentioned in the offer letter. In case of mediocre performance, Nimap reserves the right to terminate the employee within 30 days without any compensation. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn.

### **BENEFITS, INCREMENT AND PROMOTION**

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We are enthusiastic and pleased that you are going to be a part of our organization. To accept this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 5 business days from the date of this letter.

All additional pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Sincerely,

**For Nimap Infotech LLP**



**Priyank T Ranka**  
**Authorized Partner, CEO**

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

**Sanket Magodia**

Date

## Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

<b>Salary Structure 1st Year: CTC:- 264000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	16,000	1,92,000
Performance Bonus	2,000	24,000
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<b>CTC(Cost To Company)</b>	<b>22,000</b>	<b>2,64,000</b>
<b>Salary Structure: CTC 2nd Year:- 348000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	25,000	3,00,000
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<b>Salary Structure 3rd Year: CTC:- 480000</b>		
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CIN No. - AAC:2388

Email - info@nimapinfotech.com

Website - www.nimapinfotech.com

## Offer Letter

To,  
**Sudarshan Gampa**

Date: 18/10/2020

**Congratulations !** You are now a part of the Nimap family !! We are delighted to extend to you our offer to join Nimap Infotech LLP (herein referred as 'Nimap') for the position of **Associate Software Engineer** on the terms and conditions set forth in this offer letter.

You will join us as a full time employee on 1st June 2021. **You agree to serve the company for a minimum of 2 years.** You will be eligible for your next annual increment in **October 2024.**

You will be on probation for the first 6 months of joining. The address of our premises is Office no 41, Todi estate A wing, Sunmill compound, Senapati Bapat Marg, Lower Parel west, Mumbai – 400 010.

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It is essential that you join on the date as mentioned in the offer letter. In case of mediocre performance, Nimap reserves the right to terminate the employee within 30 days without any compensation. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn.

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Sincerely,

**For Nimap Infotech LLP**



**Priyank T Ranka**  
**Authorized Partner, CEO**

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

**Sudarshan Gampa**

Date

## Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

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## Offer Letter

To,  
Tapan Shah

Date: 18/10/2020

**Congratulations !** You are now a part of the Nimap family !! We are delighted to extend to you our offer to join Nimap Infotech LLP (herein referred as 'Nimap') for the position of **Associate Software Engineer** on the terms and conditions set forth in this offer letter.

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As long as you join us as a full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached **Annexure A** subject to the following **terms and conditions:**

It is essential that you join on the date as mentioned in the offer letter. In case of mediocre performance, Nimap reserves the right to terminate the employee within 30 days without any compensation. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn.

### **BENEFITS, INCREMENT AND PROMOTION**

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company.

You will be eligible for your next annual increment in **October 2024.**

We are enthusiastic and pleased that you are going to be a part of our organization. To accept this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 5 business days from the date of this letter.

All additional pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Sincerely,

**For Nimap Infotech LLP**



**Priyank T Ranka**  
**Authorized Partner, CEO**

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

**Tapan Shah**

Date

## Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

<b>Salary Structure 1st Year: CTC:- 264000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	16,000	1,92,000
Performance Bonus	2,000	24,000
Performance & Loyalty Bonus	4,000	48,000
<b>Total Gross - Cash Component (A)</b>	<b>22,000</b>	<b>2,64,000</b>
<b>Less Deductions (B)</b>		
Bonus components	6,000	72,000
Profession Tax	200	2,500
<b>Net Take Home = A-B</b>	<b>15,800</b>	<b>1,89,500</b>
<b>CTC(Cost To Company)</b>	<b>22,000</b>	<b>2,64,000</b>
<b>Salary Structure: CTC 2nd Year:- 348000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	25,000	3,00,000
Performance & Loyalty Bonus	4,000	48,000
<b>Total Gross - Cash Component (A)</b>	<b>29,000</b>	<b>3,48,000</b>
<b>Less Deductions (B)</b>		
Bonus components	4,000	48,000
Profession Tax	200	2,500
<b>Net Take Home = A-B</b>	<b>24,800</b>	<b>2,97,500</b>
<b>CTC(Cost To Company)</b>	<b>29,000</b>	<b>3,48,000</b>
<b>Salary Structure 3rd Year: CTC:- 480000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	35,000	4,20,000
Performance & Loyalty Bonus	5,000	60,000
<b>Total Gross - Cash Component (A)</b>	<b>40,000</b>	<b>4,80,000</b>
<b>Less Deductions (B)</b>		
Bonus components	5,000	60,000
Profession Tax	200	2,500
<b>Net Take Home = A-B</b>	<b>34,800</b>	<b>4,17,500</b>
<b>CTC(Cost To Company)</b>	<b>40,000</b>	<b>4,80,000</b>



## Nimap Infotech LLP

**Regd. Add :-** Flat No. B-204, 2nd Floor, Pawapuri Apt 85/87, Seth Motisha Lane, Lowe Lane, Mazgaon, Mumbai - 400 010.

**Admin Add:-** Todi Industrial Estate, A Wing, Gala No. 41, 4th floor, Sunmill Compound, Lower Parel- West, Mumbai - 400013

Tel : +91 22 6639 5181

Mob : +91 9819312721

+91 9920977080

CIN No. - AAC-2388

Email - info@nimapinfotech.com

Website - www.nimapinfotech.com

## Offer Letter

To,  
Shubham Hingu

Date: 18/10/2020

**Congratulations !** You are now a part of the Nimap family !! We are delighted to extend to you our offer to join Nimap Infotech LLP (herein referred as 'Nimap') for the position of **Associate Software Engineer** on the terms and conditions set forth in this offer letter.

You will join us as a full time employee on 1st June 2021. **You agree to serve the company for a minimum of 2 years.** You will be eligible for your next annual increment in **October 2024.**

You will be on probation for the first 6 months of joining. The address of our premises is Office no 41, Todi estate A wing, Sunmill compound, Senapati Bapat Marg, Lower Parel west, Mumbai – 400 010.

As long as you join us as a full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached **Annexure A** subject to the following **terms and conditions:**

It is essential that you join on the date as mentioned in the offer letter. In case of mediocre performance, Nimap reserves the right to terminate the employee within 30 days without any compensation. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn.

### **BENEFITS, INCREMENT AND PROMOTION**

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company.

You will be eligible for your next annual increment in **October 2024.**

We are enthusiastic and pleased that you are going to be a part of our organization. To accept

this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 5 business days from the date of this letter.

All additional pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Sincerely,

**For Nimap Infotech LLP**



**Priyank T Ranka**  
**Authorized Partner, CEO**

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

**Shubham Hingu**

Date

## Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

<b>Salary Structure 1st Year: CTC:- 264000</b>		
<b>Monthly Payment</b>	<b>Monthly</b>	<b>Annual</b>
Basic	16,000	1,92,000
Performance Bonus	2,000	24,000
Performance & Loyalty Bonus	4,000	48,000
<b>Total Gross - Cash Component (A)</b>	<b>22,000</b>	<b>2,64,000</b>
<b>Less Deductions (B)</b>		
Bonus components	6,000	72,000
Profession Tax	200	2,500
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<b>CTC(Cost To Company)</b>	<b>40,000</b>	<b>4,80,000</b>

**NTT DATA Global Delivery Services Private Limited**  
 Block 2, 2<sup>nd</sup> Floor, D7  
 Plot No. 123, EPIP Phase II, Whitefield Industrial Area  
 Bangalore 560 066 India  
 Tel: +91.80.3342.6000



**04-August-2021**  
**Rishabh Singh**  
**Universal College Of Engineering**

Dear Rishabh,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs. 12000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

*The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.*

*If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited*

*Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.*

Confidential

**NTT DATA Global Delivery Services Private Limited**

Block 2, 2<sup>nd</sup> Floor, D7  
Plot No. 123, EPIP Phase II, Whitefield Industrial Area  
Bangalore 560 066 India  
Tel: +91.80.3342.6000



**Annexure A**

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
  - a. Xth Certificate and mark sheet
  - b. XIIth Certificate and mark sheet
  - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to [Campus.Connect@nttdata.com](mailto:Campus.Connect@nttdata.com).

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

**Yours sincerely,  
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED**

DocuSigned by:

*Urmimala Sarkar*

**URMIMALA SARKAR**  
**ASSOCIATE DIRECTOR – TALENT ACQUISITION**

We request you to please read and sign the enclosed copy of this letter and return it by **04-August-2021** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: \_\_\_\_\_  
**Rishabh Singh**

Date: 05-August-2021

Confidential

**NTT DATA Global Delivery Services Private Limited**  
Block 2, 2<sup>nd</sup> Floor, D7  
Plot No. 123, EPIP Phase II, Whitefield Industrial Area  
Bangalore 560 066 India  
Tel: +91.80.3342.6000



## DECLARATION

I, Rishabh Singh S/o, D/O, W/O \_\_\_\_\_, having permanent address at \_\_\_\_\_ do hereby acknowledge, represent and confirm to NTT DATA Global Delivery Services Private Limited, (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) that my offer will be subject to:

1. My willingness to relocate to any of the any of the locations of the Company. I agree that the Company reserves the right to depute / transfer my services to any other location/ centres of the Company/ client location/ Group Company in consistence with the Company's business/ project requirement and interests. In case I fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
2. My willingness to work in any of the shifts (i.e. either day or night shifts). I agree that the Company reserves the right to depute me to work in any of the shifts in consistence with the Company's business/ project requirement and interests. In case I refuse to work in any of the shifts as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
3. My willingness to work in any kind of technology/ project. I agree that the Company reserves the right to depute me to work on any kind of technology/ projects in consistence with the Company's business/ project requirement and interests. In case I refuse to work on any kind of technology/ projects as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

I, do hereby verify and declare that the contents of this declaration are true and correct and given with my free will and consent, no part of it is false and nothing material has been concealed therein and I am solely responsible for its accuracy and know of no agreements, obligations or restrictions which prevent or prohibit me from complying with them.

SIGNATURE:

NAME: Rishabh Singh

DATE: 04-August-2021

PLACE:

**MAKE A  
DIFFERENCE**  
TOGETHER WE'LL BRING A CHANGE

**NeoSOFT**  
TECHNOLOGIES

Mr. Bhavik Limbasiya

26<sup>th</sup> May 2021

**Offer Confirmation**

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "**Trainee Software Engineer**" in our organization on the following terms and conditions:

**Date of Joining:** You are expected to join duty on **22<sup>nd</sup> June 2021**.

**Joining Location:** Mumbai

During your training period for the first 3 months from the date of Joining, you will get stipend of Rs.10,000/- Per Month.

**Remuneration:** Your Annual Total Employment Cost to the company after 3 months would be **Rs.3,60,000/- Per Annum (Three Lakhs Sixty Thousand Rupees Only)**. This comprises of your salary and the details of which is been given in the **Annexure A** attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of **27 months** including the period of probation executing a bond to that effect.

We welcome you to The **NeoSOFT** family and look forward to a fruitful collaboration.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Yours Sincerely,  
For NeoSOFT  
Technologies  
Rohan Ghure  
HR Manager

**ANNEXURE 'A'**  
SALARY  
DISTRIBUTION

<b>Salary Details (A)</b>	<b>Entitlement Per Month (INR)</b>	<b>Entitlement Per Annum (INR)</b>
Basic	15,500	1,86,000
House Rent Allowance	7,750	93,000
Conveyance	1,600	19,200
Bonus	1,400	16,800
Special Allowance	3,004	36,053
<b>Total</b>	<b>29,254</b>	<b>3,51,053</b>
<b>Statutory Benefits (B) #</b>		
Gratuity		8,947
<b>Total Fixed Compensation (A) + ( B )</b>	<b>30,000</b>	<b>3,60,000</b>
<b>Total Cost To Company</b>	<b>30,000</b>	<b>3,60,000</b>
<b>Deductions (C)</b>		
PT	200	2,400
<b>Net Salary (Before Tax) (A)-(C)</b>	<b>29,054</b>	<b>3,48,653</b>

<b>Insurance Coverage</b>	<b>Annual Amount</b>
Group Medical Coverage	2,00,000
Group Personal Accident	10,00,000

**Notes:**

1. For claiming tax benefits in case of admissible allowance, you will have to submit supporting documents to the Company's satisfaction and within the timeline stipulated by the Company. In case of any underwithholding you shall be responsible to pay the necessary tax and any interest/penalty thereon.
2. In case where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
3. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

# These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you.

++ Employee's contribution towards PF and Employee's contribution towards ESIC will be made from monthly salary (if applicable).

++ For employees who are not covered under the PF Act and wish to opt for PF or in the event it becomes obligatory on the company to cover you under the Provident Fund Act or any other relevant acts or rules, as amended from time to time, the Provident Fund being paid to you will be adjusted against Special Allowance or Provident Fund contribution.

A. The following statutory elements are included in the compensation package stated above: (If applicable)

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

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

1. **Group Medical Insurance** - In accordance with the Company policy you shall be covered under the Medical Insurance policy, which will be held by the Company. Your entitlement for the same is mentioned in the Annexure.
2. **Group Personal Accident Insurance** - In accordance with the Company policy you shall be covered under the Personal Accident Insurance policy, which will be held by the Company. Your entitlement for the same is mentioned in the Annexure
3. **Annual Leave/Public Holidays** - You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.
4. You are required to treat this letter and its contents as strictly confidential and should not disclose same to any person or entity without our written consent.

Regards,  
Human Resource  
For NeoSOFT Technologies

**MAKE A  
DIFFERENCE**  
TOGETHER WE'LL BRING A CHANGE

**NeoSOFT**<sup>®</sup>  
TECHNOLOGIES

Mr. Hrishikesh Wabale,

26<sup>th</sup> May 2021

**Offer Confirmation**

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "**Trainee Software Engineer**" in our organization on the following terms and conditions:

**Date of Joining:** You are expected to join duty on **22<sup>nd</sup> June 2021**.

**Joining Location:** Mumbai

During your training period for the first 3 months from the date of Joining, you will get stipend of Rs.10,000/- Per Month.

**Remuneration:** Your Annual Total Employment Cost to the company after 3 months would be **Rs.3,60,000/- Per Annum (Three Lakhs Sixty Thousand Rupees Only)**. This comprises of your salary and the details of which is been given in the **Annexure A** attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of **27 months** including the period of probation executing a bond to that effect.

We welcome you to The **NeoSOFT** family and look forward to a fruitful collaboration.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Yours Sincerely,  
For NeoSOFT  
Technologies  
Rohan Ghure  
HR Manager

**ANNEXURE 'A'**  
**SALARY**  
**DISTRIBUTION**

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Regards,  
Human Resource  
For NeoSOFT Technologies

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TOGETHER WE'LL BRING A CHANGE

**NeoSOFT**  
TECHNOLOGIES

Mr. Hrushikesh Malpekar

26<sup>th</sup> May 2021

**Offer Confirmation**

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "Trainee Software Engineer" in our organization on the following terms and conditions:

**Date of Joining:** You are expected to join duty on **22<sup>nd</sup> June 2021**.

**Joining Location:** Mumbai

During your training period for the first 3 months from the date of Joining, you will get stipend of Rs.10,000/- Per Month.

**Remuneration:** Your Annual Total Employment Cost to the company after 3 months would be **Rs.3,60,000/- Per Annum (Three Lakhs Sixty Thousand Rupees Only)**. This comprises of your salary and the details of which is been given in the **Annexure A** attached below.

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We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Yours Sincerely,  
For NeoSOFT  
Technologies  
Rohan Ghure  
HR Manager

**ANNEXURE 'A'**  
SALARY  
DISTRIBUTION

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Bonus	1,400	16,800
Special Allowance	3,004	36,053
<b>Total</b>	<b>29,254</b>	<b>3,51,053</b>
<b>Statutory Benefits (B) #</b>		
Gratuity		8,947
<b>Total Fixed Compensation (A) + ( B )</b>	<b>30,000</b>	<b>3,60,000</b>
<b>Total Cost To Company</b>	<b>30,000</b>	<b>3,60,000</b>
<b>Deductions (C)</b>		
PT	200	2,400
<b>Net Salary (Before Tax) (A)-(C)</b>	<b>29,054</b>	<b>3,48,653</b>

<b>Insurance Coverage</b>	<b>Annual Amount</b>
Group Medical Coverage	2,00,000
Group Personal Accident	10,00,000

**MAKE A  
DIFFERENCE**  
TOGETHER WE'LL BRING A CHANGE

**NeoSOFT**  
TECHNOLOGIES

**Ms. Ramya Yadav**

**26<sup>th</sup> May 2021**

**Offer Confirmation**

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "**Trainee Software Engineer**" in our organization on the following terms and conditions:

**Date of Joining:** You are expected to join duty on **22<sup>nd</sup> June 2021**.

**Joining Location:** Mumbai

During your training period for the first 3 months from the date of Joining, you will get stipend of Rs.10,000/- Per Month.

**Remuneration:** Your Annual Total Employment Cost to the company after 3 months would be **Rs.3,60,000/- Per Annum (Three Lakhs Sixty Thousand Rupees Only)**. This comprises of your salary and the details of which is been given in the **Annexure A** attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of **27 months** including the period of probation executing a bond to that effect.

We welcome you to The **NeoSOFT** family and look forward to a fruitful collaboration.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Yours Sincerely,  
For NeoSOFT  
Technologies  
Rohan Ghure  
HR Manager

**ANNEXURE 'A'**  
SALARY  
DISTRIBUTION

<b>Salary Details (A)</b>	<b>Entitlement Per Month (INR)</b>	<b>Entitlement Per Annum (INR)</b>
Basic	15,500	1,86,000
House Rent Allowance	7,750	93,000
Conveyance	1,600	19,200
Bonus	1,400	16,800
Special Allowance	3,004	36,053
<b>Total</b>	<b>29,254</b>	<b>3,51,053</b>
<b>Statutory Benefits (B) #</b>		
Gratuity		8,947
<b>Total Fixed Compensation (A) + ( B )</b>	<b>30,000</b>	<b>3,60,000</b>
<b>Total Cost To Company</b>	<b>30,000</b>	<b>3,60,000</b>
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<b>Insurance Coverage</b>	<b>Annual Amount</b>
Group Medical Coverage	2,00,000
Group Personal Accident	10,00,000

**MAKE A  
DIFFERENCE**  
TOGETHER WE'LL BRING A CHANGE

**NeoSOFT**  
TECHNOLOGIES

**Mr. Sagar Mandal**

**26<sup>th</sup> May 2021**

**Offer Confirmation**

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a **"Trainee Software Engineer"** in our organization on the following terms and conditions:

**Date of Joining:** You are expected to join duty on **22<sup>nd</sup> June 2021**.

**Joining Location:** Mumbai

During your training period for the first 3 months from the date of Joining, you will get stipend of Rs.10,000/- Per Month.

**Remuneration:** Your Annual Total Employment Cost to the company after 3 months would be **Rs.3,60,000/- Per Annum (Three Lakhs Sixty Thousand Rupees Only)**. This comprises of your salary and the details of which is been given in the **Annexure A** attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of **27 months** including the period of probation executing a bond to that effect.

We welcome you to The **NeoSOFT** family and look forward to a fruitful collaboration.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Yours Sincerely,  
For NeoSOFT  
Technologies  
Rohan Ghure  
HR Manager

**ANNEXURE 'A'**  
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<b>Salary Details (A)</b>	<b>Entitlement Per Month (INR)</b>	<b>Entitlement Per Annum (INR)</b>
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<b>Total Cost To Company</b>	<b>30,000</b>	<b>3,60,000</b>
<b>Deductions (C)</b>		
PT	200	2,400
<b>Net Salary (Before Tax) (A)-(C)</b>	<b>29,054</b>	<b>3,48,653</b>

<b>Insurance Coverage</b>	<b>Annual Amount</b>
Group Medical Coverage	2,00,000
Group Personal Accident	10,00,000



Date: 12<sup>th</sup> August 2021

Dear Mr. Vinit Dedhia,

This has reference to the interview held on 11<sup>th</sup> August, 2021. We are pleased to make an offer of appointment to you for the position of Programmer Analyst, in our organization

Location: Vakola

The compensation offered to you on joining will be as follows: (All figures are in INR)

	Per Month	Per Annum
<b>Monthly Component</b>		
Basic Salary	21000	252000
HRA	14250	171000
Education Allowance	200	2400
Conveyance Allowance	18500	222000
Consolidated Allowance	360	4320
Provident Fund (Employer's Contribution)	2520	30240
Gratuity	1010	12121
<b>Annual Component</b>		
LTA		7000
Bonus		47000
<b>Total</b>	<b>57840</b>	<b>748081</b>

The detailed terms and conditions of your employment will be given in the appointment letter which will be handed over to you at the time of joining.

Your confirmation to the services of the Company is subject to medical fitness as certified by the Company's Medical Consultant or any other Doctor nominated by the Company, and background verification check. Your employment into the services of the company is contingent upon completion of graduation degree with minimum 60% marks overall, as well as clearing of all papers in first attempts in all years.

Your expected date of joining is 18<sup>th</sup> August 2021. In case you fail to join us by 18<sup>th</sup> August 2021, this offer shall be automatically treated as withdrawn.

Thanking you,  
For Asian Paints Ltd.

Chaitanya Sudha Duthuluri  
Manager – Human Resources



# CAPITAL SETU

BRIDGING THE GAP

Date: August 28, 2021

Dear Trisha,

We're delighted to extend this offer of employment for the position of UI UX Intern with Capital Setu. Please review this summary of terms and conditions for your anticipated employment with us.

Stipend: Rs 5,000 per month

Duration: 2 months

If you accept this offer, your start date will be September 1<sup>st</sup>, 2021.

We are all looking forward to having you on our team.

Best regards,

Signing Authority,

**Rajat Upreti**  
Product Head



A203, PROJECT-PLATINUM  
HEIGHTS SECTOR 9  
RAMPRASTHA GREENS, VAISHALI  
EXTENSION, GHAZIABAD, UP  
201010



+91-9958607306



info@capitalsetu.com  
www.capitalsetu.com



31 August 2021

Amit Luhar  
901/Leelaraj B. Gokhale Road,  
Dahanukar Wadi Kandivali,  
West Mumbai- 400057

Dear Amit,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

**1. Appointment:**

You will be required to join us on **31 August 2021**.  
(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

**2. Code of Conduct:**

2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.

2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.



## Annexure 1

Annexure to: **Amit Luhar**

Appointment Letter Dated: **31 August 2021**

<b>Name</b>	<b>Amit Luhar</b>
<b>Level</b>	<b>D</b>
<b>Designation</b>	<b>Engineer</b>
<b>Location</b>	<b>Pune</b>

	<b>Amount in INR</b>
Basic	15,500
House Rent Allowance	7,750
Flexible Benefit Plan**	1,912
Statutory Bonus *	1,400
<b>Monthly Salary</b>	<b>26,562</b>

### Deferred Benefits (Annualised)

Provident Fund (As per the PF Act 1952)	22,320
Gratuity (As per the Gratuity Act 1972)	8,947

**Annual Gross Salary** **3,50,011**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

\*As per the Payment of Bonus Act 1965

\*\*Please refer the annexure for details of FBP

**For Tata Elxsi Limited,**

  
**Rajagopalan S.**  
**Head - Human Resources**

**TATA ELXSI**

Registered Office: Tata Elxsi Limited | IT Park, Whitefield, Bangalore-560 088, India

Tel: +91 81 2392 9123 Fax: +91 80 3844 1474

www.tataelxsi.com

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## **Annexure 2**

### **Annexure indicating breakup of FBP components applicable to grade “D”**

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

### **Offer of Employment**

To,

Gunjan Mehta,

Mumbai,

Date: 2<sup>nd</sup> March 2021

**Dear Gunjan,**

We are extremely pleased to offer you a position of “**Solution Analyst**” with Sankey Business Solutions. You will be required to report at 901, Lodha Supremus II, Wagle Estate, Thane (W) 400 604. Your date of joining is 8<sup>th</sup> March 2021.

#### **Type of work**

As a Solution Analyst, you will be required to learn multiple technologies and tools that is required to solve client’s business problems you will also be expected to take initiative and additional responsibility in any other activity that requires traction in our company at a particular time.

It is our pleasure to extend the following offer of employment to you.

- You will be on probation for six months during which your salary will be Rs.180,000/ year. Post 6 months’ probation your annual CTC will be revised to Rs.300,000/year. All of the above will be dependent on the performance.
- There will be a performance incentive of Rs.25,000/- as a part of this annual package, to be given after completion of 1 year at Sankey Business Solutions, as a full-time employee, subject to individual and company performance.
- The offer of employment with Sankey Business Solutions is dependent on your performance during probation with us. Details of your variable payment parameters are annexed with this letter (Annexure I).

Offer of Employment

or conflict with the terms or provisions of, any agreement or understanding to which you are a party.

**Jurisdiction-**

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Maharashtra shall have the jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

**Amendments-**

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channels.



**Sandeep Patil**

**Director,**

**Sankey Business Solutions**

Agreed to and accepted:

\_\_\_\_\_

Candidate Name

\_\_\_\_\_

Signature

\_\_\_\_\_

Date & Place

Offer of Employment

**SERVICE AGREEMENT**

This agreement is made between **Sankey Business Solutions** (hereinafter referred to as the “Company”) and \_\_\_\_\_ (hereinafter referred to as the “employee”).

**Effective Date:**

This agreement shall be effective from the date of joining.

**Declaration:**

I, Mr. / Ms. \_\_\_\_\_ hereby acknowledge and agreed that I would serve **Sankey Business Solutions** for a period of 18 months from the date of joining. I also agree to, failing of which will result to pay an amount of Rs 75,000 as penalty as well as no personal documents (release letter, experience certificate etc.) will be released to me.

**WITNESS:**

1) Name: _____	2) Name: _____
Address: _____ _____	Address: _____ _____
Contact No: _____	Contact No: _____

\_\_\_\_\_  
Candidate Name & Signature

\_\_\_\_\_  
Date & Place

<b>Annexure I</b>		
<b>Parameters</b>	<b>Objectives</b>	<b>Target</b>
Interpersonal Skills	Presentation Skills, highly responsiveness, organizing & planning	20%
Team Development	Team Building, Upgrading the team through learning & process improvement	15%
Technical Competencies	New technology learning, upgrading continuously, Setting process & scaling up- depth wise & breadthwise	25%
Innovation/New business	Ability to come with new ideas, proposals etc.	15%
Quality	Ability to catch quality issues, attention to details, ability to set up quality processes	15%
VOC(Voice of Customer)	Customer satisfaction, client relationship management, Client confidence(Crisis & Experience management)	10%
	<b>Total</b>	<b>100%</b>

<b>Grade</b>	<b>Performance</b>
A	Exceed expectation, payment would be given 100%
B	Meet Expectation, payment would be given is 50%
C	Not satisfactory performance, will not be eligible for any given amount 0%



Offer: Computer Consultancy  
Ref: TCSL/DT20206464121/Mumbai  
Date: 09/01/2021

Mr. Shah Dhruval Parag  
B/506,Raj Sunflower,Royal Complex,Eksar Road,  
Borivali(West),  
Mumbai-400092,  
Maharashtra.  
Tel# 91-9082982702

Dear Shah Dhruval Parag,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential  
TCSL/DT20206464121

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

1

Yantra Park, Opp. Vastav HRD Trng. Center, Subhash Nagar, Pokhnan Road No.2, Thane (West) 400 603 m/sa  
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 21 90 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Service Line: 1800 209 3111 Email: career@tcs.com



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

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

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

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

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

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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

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**TCSL/DT20206464121**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Yantra Park, Opp. Vistas HRD Eng. Center, Subhash Nagar, Pokhran Road No.2, Thane (West) 400601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

Registered Office: Normal Building, 9th Floor, Nariman Point, Mumbai: 400 071

TCS Careers Service Line: 1800 209 1111 Email: careers@tcs.com

*Sharma*



**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**K Ganesan**  
Global Head Talent Acquisition & AIP



- Enc1: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms

*Shrawan*



GROSS SALARY SHEET

Annexure 1

Name	Shah Dhruval Parag
Designation	Assistant System Engineer-Trainee
Institute Name	Universal College Of Engineering And Technology

Table 1 Compensation Details - All Components in INR

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
Xplore/ Learning Incentive****		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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

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TCSL/DT20206464121

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Circle Office: 202, Hill Street, 7th Floor, Park Road, Park Road, New Market, West Bengal, India

Regd. Office: 202, Hill Street, 7th Floor, Park Road, New Market, West Bengal, India

Regd. Office: 202, Hill Street, 7th Floor, Park Road, New Market, West Bengal, India

Regd. Office: 202, Hill Street, 7th Floor, Park Road, New Market, West Bengal, India

*Dhruval*

# CSR Campus Drive -2021

Dear Prajakta eknath gomase

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## **Adding to the benefits, you get**

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

# CSR Campus Drive -2021

Dear Prashant murlidhar vishwakarma

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant



30 July 2021

Hiren Satwara  
D/302 Aster Apt,  
Shri Prastha road  
Nallasopara West  
Mumbai India

**LETTER OF OFFER AND APPOINTMENT**

Dear Hiren Satwara,

On behalf of Quinnox Consultancy Services Limited (The Company) we are pleased to offer you a position as **A3 – Software Trainee**. Our offer reflects our belief that you have the ability, commitment & desire to grow with us. We hope you will enjoy making your very own special contribution to the continued success of The Company. The terms of your employment are as follows:

- 1. Duties:** You will be responsible to perform such duties as The Company may assign to you. You will be required to work a regular 40 hours per week unless otherwise advised by the Company. When deputed to a client's site, you will follow the clients working hours.
- 2. Salary & Benefits:** You will be entitled to a Gross remuneration package, which will be up to INR 350000 (Rupees Three Lakh Fifty Thousand Only). You will be entitled to a salary, certain reimbursements and benefits as mentioned below.

SALARY COMPONENTS	Annually	Monthly
Basic	180000	15000
Flexi Pay	96400	8033
Bonus / Ex gratia	48000	4000
<b>GROSS PAY</b>	<b>324400</b>	<b>27033</b>
PF (Employers Contribution)	21600	1800
Group Insurance	4000	333
Performance Linked Variable Incentive	0	Annual Component
Year End Bonus	0	Annual Component
<b>COST TO COMPANY:</b>	<b>350000</b>	

Your salary may be adjusted from time to time but the timing and amount of any adjustment will be at the sole discretion of the company. The details pertaining to your remuneration are confidential and must strictly be treated as such.

- 3. Workplace:** You are initially appointed to work in Mumbai office. However, your services can be transferred / deputed to any other department of the company or group companies and / or clients' offices, anywhere in India or abroad, temporarily or permanently.

- 4. Probation:** You will be on probation for a period of one year (1), which may be extended at the discretion of the company. During the probationary period, your employment can be terminated by a 30 days written notice on either side. The Company reserves the

right to pay or recover salary in lieu of notice period.

**5. Background Verification:** All employees are subject to a background employment, education and reference check. If the certificates furnished by you or information provided on the resume, application form, etc. is found to be false or incorrect, our offer will be withdrawn and/or your employment terminated forthwith without any notice and liabilities to the Company.

**6. Training Agreement:** The Company will provide at its own cost special training to enhance and upgrade your skills to perform specialized services. Therefore as already informed, you are required to execute a Training Agreement upon your joining with the Company. Kindly note that pursuant to the terms of the said Training Agreement you will be liable to pay us the cost of such training amounting to INR 1 Lac, if you resign before 18 months from joining or in the event of your termination by the Company.

You are required to join us on or before **04 August 2021** . Upon joining and successful completion of your joining formalities, you will be appointed as **A3 – Software Trainee**.

**Your Appointment is subject to your successful completion of graduation and no further carryover of papers in the 7th & 8th Semester.**

You are required to execute the Employment and Confidentiality agreement on reporting to work. We will provide you a copy of the executed agreements after we complete all necessary formalities. Please note that you may not alter this letter and the attached documents in any way. Any alteration renders the offer of employment and its attached documents null and void.

You are requested to complete all joining formalities on the 1st day of your joining. You may contact Dhanashree Vijay Dubale from our team for further assistance.

We are excited about the joint opportunities ahead of us and look forward to your valuable contributions. We welcome you to Quinnox and look forward to your long and fruitful association with us.

With Warm Regards,

For **Quinnox Consultancy Services Limited**,



Digitally signed  
by Manish  
Navneet  
Raibhandare  
Date:  
2021.07.30  
19:39:44 +05:30

**Manish Navneet Raibhandare**  
Manager

**Annexure I: Salary Components**

<b>Flexi Pay Components</b>	<b>Amount Per Annum (INR)</b>
Reimbursement of Children education fees (maximum INR 100/- per month per child upto 2 children)	2400
Reimbursement of Children Hostel fees (maximum INR 300/- per month per child upto 2 children)	7200
Meal Vouchers	26400
House Rent Allowance (HRA)	Min. 0% of Basic Salary 50% of Basic Salary
Leave Travel Allowance (LTA)	Min. zero per annum Max. 1.5 months Basic Salary
Vehicle Reimbursement (As per IT laws) <u>Fuel Bills</u> a) INR 1800 per month for 4 wheeler engine cc < 1600 b) INR 2400 per month for 4 wheeler engine cc >=1600 c) INR 900 per month for 2 wheelers <u>Driver allowance: INR 900 per month</u>	39600
Reimbursement of Mobile & Internet (maximum INR 1000 /- per month)	12000
National Pension Scheme (NPS)	a) Authorise company to deduct INR 50,000 as self-contribution b) Show up to 10% of Basic Salary as company contribution
Books & Periodicals	6000
Professional Development	120000

**Note:**

- You can opt in / out from the flexi-pay components at beginning of the Financial Year OR at the time of joining.
- Balance amount of the flexi-pay will be part of Special Allowance.
- Necessary documentary proofs need to be submitted while claiming the various flexi-pay components. The details are available on the flexi-pay portal.

## Other Salary Components

### Group Insurance Premium:

This amount is deducted from your salary towards Group Medidclaim Insurance and covers you and your family up to INR 100000/- p.a. of Hospitalisation expenses. Family coverage will include Self, Spouse and 2 Children. It also covers you under Group Term Life Insurance for INR 500000.

### Performance-Linked Variable Incentive (PLVI):

You shall be eligible for an annualized Performance Linked Variable Incentive of INR 0 . Your PLVI is payable based on the PLVI plan as applicable to you and is payable, in May/June of the year following the close of the fiscal year and subject to you being on the payroll of the Company on the date of disbursement of PLVI.

### Year End Bonus:

This amount is payable on the completion of 4 consecutive quarters of continuous employment with the company and subject to you being an active employee on the payroll of the company and not serving your notice period on the date of disbursement of bonus.

Provident Fund (PF): PF is computed @12% on Basic Salary.

Dear Rahil Kothari ,

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: 2021.09.03 21:34:49 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

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

**ANNEXURE - 7**  
**(Compensation during the Training)**

<b>COMPENSATION DETAILS</b> <b>(All figures in INR per month)</b>				
NAME	<b>Mr. Rahil Kothari</b>			
ROLE	<b>Systems Engineer</b>			
ROLE DESIGNATION	<b>Systems Engineer Trainee</b>			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>TOTAL GROSS SALARY</b>				<b>25,000</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> <b>(subject to submission of Trainee Agreement)</b>	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**ANNEXURE - 8**  
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Rahil Kothari			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>4. INCENTIVE COMPONENTS</b>				
		<b>At an indicative Payout of 5%</b>	<b>At indicative Payout of 10%</b>	<b>At indicative Payout of 20%</b>
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>				<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>				<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>				<b>30,000</b>
<b>OTHER BENEFITS</b>				
<b>Scheme</b>	<b>Eligible Amount In INR</b>	<b>Interest</b>	<b>Monthly Instalments</b>	<b>Margin Money (To be borne by the employee)</b>
<b>SALARY LOAN (subject to submission of Trainee Agreement)</b>	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**BE YOURSELF,  
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 24-Jul-2021

Rajat Ramesh Dunganwal  
C9806408

A/203, Rajnigandha society, Misquitta Nagar, Vidya Mandir Road, Dahisar East, Mumbai  
8779484423

Dear Rajat Ramesh Dunganwal,

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

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

*Rajat R*

candidate's Signature

Reference Id: 3363403e-9c65-4c89-b778-9671d2bb8802\_1  
Signed By: Mahesh Vasudeo Zurale

## ANNEXURE 1

### COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
<b>(D) Additional Benefits</b>	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
<b>Total Cash Compensation + Total Additional Benefits (A+B+C+D)</b>	<b>450000</b>

#### (A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

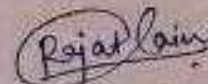
## ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Version 2.1 (Feb 2021)

8



candidate's Signature

## **OFFER OF EMPLOYMENT**

**Jun 10, 2021**

**To,**

**Sagar Soni**

**Position offered: Project Trainee**

**Hi Vaishali,**

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

### **So what's in it for you?**

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

### Compensation Details

Your annual CTC will be ₹3,00,000/- (Three Lakh Only) P.A.TDS will be deducted as applicable.

The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	138000	11500
HRA	55200	4600
Transport Allowance	27600	2300
Special Allowance	6000	500
Medical Allowance	27600	2300
Gross	254400	21200
Bonus	24000	0
Company contribution to PF	21600	1800
CTC	3,00,000	23000

\*Bonus will be paid proportionately during **2022** Diwali.


Your employment will be effective from **Jun 14, 2021**.

You will be on probation till **Dec 13, 2021** and based on your performance and the company's requirement & on completion of your graduation degree you will be converted to a permanent employee. However this offer is contingent upon completion of a successful reference & background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.

Sincerely,

X 

Rupali Veerkar  
VP - HR

# CSR Campus Drive -2021

Dear Sayali sarjerao amale

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant



12th July 2021

**Sheetal Sawant**

Subject: Raja Software Labs Appointment Letter

**Dear Sheetal,**

This appointment letter sets out the terms and conditions of your employment with Raja Software Labs Pvt. Limited (hereafter referred to as the "Company" or "RSL") and constitutes your main statement of employment. Your employment at the Company will be governed by the Company's policies as modified from time to time.

The terms of the appointment are described below.

**1. Date of Joining**

Your employment with the Company begins on **12th July 2021**.

**2. Probation**

- a. You will be on probation for a period of 6 (six) months from the date of joining.
- b. On satisfactory completion of the probation period your employment with the Company will be confirmed in writing, until then you will be continuing as a probationer.

Your probation may be extended, if considered necessary, at the discretion of the Company. In a situation where your employment cannot be confirmed at the end of the probation period, the Company reserves the right to immediately terminate your services.

**3. Salary Structure and Taxation**

You shall be paid a salary of **Rs. 5,00,000 (Rs. Five Lakhs Only) per annum**.

**Variable Component:** Your salary does not include a "Variable Component".

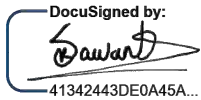
The Company reserves the right to change the different components/allowances in the total emoluments package, at its own discretion, at any time in future. Such changes, if any, will be communicated with you prior to going into effect. Salary, allowances & all other payments/benefits will be governed by statutory provisions in force and subject to deduction of appropriate taxes at source.

## 12. Acceptance

**Counterparts:** This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

By returning this signed copy, the Employee certifies and acknowledges that he/she has read all of the provisions of this Agreement, and that he/she understands and will fully and faithfully comply with such provisions.

Company Signature:  D35C185937924C0...

Employee Signature:  41342443DE0A45A...

Name: Amit Agarwal

Name: Sheetal Sawant

Date: 12th July 2021

Date: 12th July 2021

Place: Pune

Place: Pune

**BE YOURSELF,  
MAKE A DIFFERENCE.**



Strictly Private and Confidential

**Date:21-Jun-2021**

**Shubham Sunil Hingu  
C9658989**

**A/RC-01,Prabhat SRA CHS, Near Alaknanda CHS, Shiv Vallabh Road, Rawalpada, Dahisar-(East).**

**8655757735**

Dear **Shubham Sunil Hingu,**

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

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

A handwritten signature in black ink, appearing to read 'M. Zurale', written over a horizontal line.

Mahesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Center, India

[ Insert full legal name]



311, Orion Business Park, G.B. Road, Thane – 400 607

Ref: WT-SE-FY22-12-SS

23<sup>rd</sup> April 2021

## OFFER LETTER

**Dear Shubham Shirke,**

Welcome to WonderBiz!

It gives us immense pleasure in inviting you to join WonderBiz Technologies Pvt. Ltd. as a **Software Engineer** from **1<sup>st</sup> July 2021**.

You will receive a gross annual remuneration of Rs. **3,50,317/-** (Three Lakh Fifty Thousand Three Hundred Seventeen Rupees Only). This package would consist of:

1. Fixed Component (Rs. 2,87,375/-)
2. Performance-based Variable Component (Rs. 15,125/-)
3. Benefits (Rs. 22,817/-)
4. Offer Acceptance Bonus (Rs. 25,000/-)

Once you accept this Offer Letter, you will have to sign the associated Offer Agreement as well, stating that you will join the Company on the above-mentioned date or a mutually-agreed changed date. In case of any breach in this Offer Agreement or joining, you agree to pay a certain amount, as mentioned below.

You will be on probation for a period of 3 months from the date of your joining, at the end of which, you will be confirmed in writing to be on the permanent rolls of the Company, subject to your performance.

Your offer has been made based on information furnished by you in the resume and at the time of the interview. In case any discrepancy or information found is wrong, the Company has the right to withdraw the offer or terminate services during your employment without prior notice.



311, Orion Business Park, G.B. Road, Thane – 400 607

The Company has shared all information with you about joining formalities. We understand that you have completely understood and are willing to abide by the same. Post signing the current Offer Agreement, the Offer Acceptance Bonus will be credited to you via Internet Banking.

As we look forward to your joining, we also think it is important for you to understand the commitment that the Company is making and is something that involves a considerable risk to the Company's business.

Notwithstanding, you are bound to join as per the joining date mentioned above or a mutually-agreed changed date. In case of any breach in joining, you agree to pay back to the Company, 7% of the offered Gross Annual Remuneration in addition to the Offer Acceptance Bonus that would have been already disbursed.

The surety has been undertaken to ensure that you fully comply with the terms of the Offer and this Agreement, and to compensate the Company for breach of any of the terms of this Offer Letter Agreement.

You will also need to sign a Code of Conduct at the start of your training period. Once again, we welcome you to be part of the WonderBiz Team and look forward to having a fruitful association.

For WonderBiz Technologies Private Limited,

*Kaustubh Mhatre*

**Kaustubh Mhatre**

**CEO**

*S Shirke*

**Shubham Shirke**

**Place:** Andheri

**Date:** 24 / 04 / 2021

**Appendix: Salary Structure in Rupees**


Description	Monthly	Yearly
<b>Fixed Pay (A)</b>	<b>23,948</b>	<b>2,87,375</b>
Basic	10,083	1,21,000
Special Allowance	4,833	57,994
Conveyance	1,600	19,200
Food Allowance	1,000	12,000
Leave Encashment	140	1,681
HRA	5,042	60,500
Medical Allowance	1,250	15,000
<b>Performance Pay (B)</b>	<b>1,260</b>	<b>15,125</b>
Quarterly Paid (Q + 1m)	1,260	15,125
<b>Benefits (C)</b>	<b>1,901</b>	<b>22,817</b>
Gratuity	485	5,817
Recreational	1,417	17,000
<b>Sub-Total</b>	<b>27,110</b>	<b>3,25,317</b>
<b>Bonus (D)</b>	<b>2,083</b>	<b>25,000</b>
Offer Bonus	2,083	25,000
<b>Grand Total CTC (A + B + C + D)</b>	<b>29,193</b>	<b>3,50,317</b>

**FORM OF ACKNOWLEDGEMENT**

I have received, read and agree to this Code of Conduct. If I have any questions and/or doubts regarding any of the terms contained in the Code of Conduct, I shall immediately consult the directors of the Company for resolving such questions and/or doubts.

I hereby sign as an acceptance of this Code of Conduct and agree to all the terms contained herein.

Employee Name: Shubham Shirke

Signature:  \_\_\_\_\_

Date: 24 / 04 / 2021

<b>TITLE</b>	Appointment Letter and COC
<b>FILE NAME</b>	WT-SE-FY22-12-SS.docx and 1 other
<b>DOCUMENT ID</b>	a36ce8e349934966b6c60d77f4a720fee54aaf84
<b>AUDIT TRAIL DATE FORMAT</b>	DD / MM / YYYY
<b>STATUS</b>	● Completed

Document History



**23 / 04 / 2021**  
21:03:18 UTC+5.5

Sent for signature to Kaustubh Mhatre (kaustubh@wonderbiz.in) and Shubham Shirke (shubhamshirke2000@gmail.com) from tejaswini.k@wonderbiz.in  
IP: 1.38.157.126



**23 / 04 / 2021**  
21:04:14 UTC+5.5

Viewed by Kaustubh Mhatre (kaustubh@wonderbiz.in)  
IP: 49.36.107.227



**23 / 04 / 2021**  
21:04:27 UTC+5.5

Signed by Kaustubh Mhatre (kaustubh@wonderbiz.in)  
IP: 49.36.107.227



**23 / 04 / 2021**  
21:04:59 UTC+5.5

Viewed by Shubham Shirke (shubhamshirke2000@gmail.com)  
IP: 103.143.9.38



**24 / 04 / 2021**  
19:29:57 UTC+5.5

Signed by Shubham Shirke (shubhamshirke2000@gmail.com)  
IP: 103.143.9.38



**24 / 04 / 2021**  
19:29:57 UTC+5.5

The document has been completed.

# CSR Campus Drive -2021

Dear Siddharth panchal

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## **Adding to the benefits, you get**

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206841664/Mumbai**  
**Date: 09/01/2021**

Ms. Surekha Kalyanakrishnan Iyer  
B/402, Jasper Building Stella Road, Vasai West,  
Rajhans Dream, Near Ayyappa Temple,  
Mumbai-401202,  
Maharashtra.  
Tel# 91-9271996160

Dear Surekha Kalyanakrishnan Iyer,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20206841664**

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pukhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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

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**Withdrawal of Offer**

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

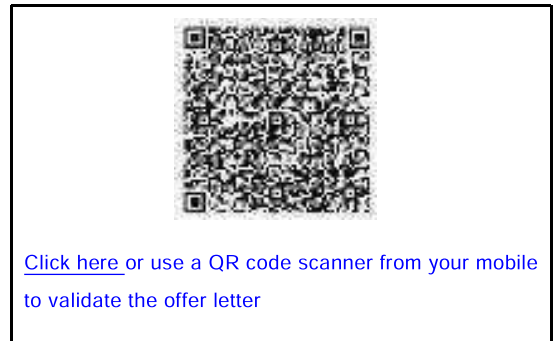
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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



GROSS SALARY SHEET

Annexure 1

<b>Name</b>	<b>Surekha Kalyanakrishnan Iyer</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Universal College Of Engineering And Technology</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		<b>Upto 60,000</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab-Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES - SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASE Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45, Ground, 1st to 5th Floor &amp; 10th floor, Galaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309, UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781008, Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-5ez, Nagpur, Telhara, Maharashtra 441106,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-5EZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India</p>	

# CSR Campus Drive -2021

Dear Suryakant singh

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206841664/Mumbai**  
**Date: 09/01/2021**

Ms. Aishwarya Tawade  
Universal College of Engineering.  
Tel# 91-9271996160

Dear Aishwarya,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **`3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20206841664**

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Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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

1990



**Withdrawal of Offer**

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

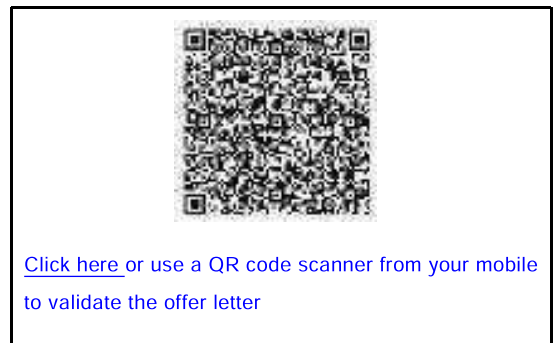
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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



GROSS SALARY SHEET

Annexure 1

<b>Name</b>	<b>Smit Kalpesh Vasani</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Universal College Of Engineering And Technology</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		<b>Upto 60,000</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>



## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab-Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES - SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASE Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45, Ground, 1st to 5th Floor &amp; 10th floor, Galaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309, UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781008, Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-5ez, Nagpur, Telhara, Maharashtra 441106,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-5EZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India</p>	



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20195829428/Mumbai**  
**Date: 21/04/2021**

Mr. Vikas Jay Prakash Pandey  
Alka Industries, Sector 2, Plot 25, Gaurai pada Waliv,  
State Bank Of India,  
Vasai-401208,  
Maharashtra.  
Tel# -

Dear Vikas Jay Prakash Pandey,

**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 **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20195829428**

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

1994



**Withdrawal of Offer**

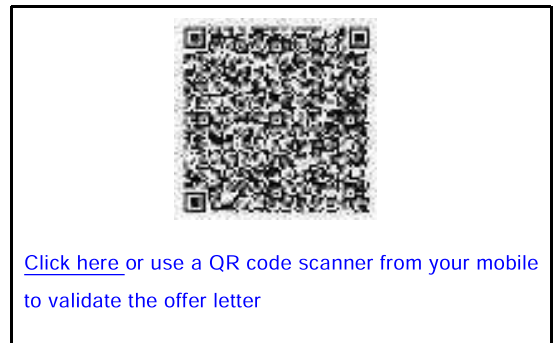
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



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



GROSS SALARY SHEET

Annexure 1

<b>Name</b>	<b>Vikas Jay Prakash Pandey</b>
<b>Designation</b>	<b>Systems Engineer</b>
<b>Institute Name</b>	<b>Universal College Of Engineering And Technology</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
<b>2) Performance Pay</b>		
Monthly Performance Pay	4,200	50,400
Quarterly Variable Allowance*	3,200	38,400
<b>3) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
<b>4) City Allowance</b>	400	4,800
<b>TOTAL GROSS</b>	<b>51,844</b>	<b>7,00,022</b>
<b>Xplore/ Learning Incentive****</b>		<b>Upto 60,000</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)



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	17,272	2,07,264
<b>GROSS BOUQUET OF BENEFITS</b>	<b>26,522</b>	<b>3,18,264</b>



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

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

Dear Tejas Gudulekar,

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: 2021.09.03 11:34:49 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

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

**ANNEXURE - 7**  
**(Compensation during the Training)**

<b>COMPENSATION DETAILS</b> <b>(All figures in INR per month)</b>				
<b>NAME</b>	<b>Mr. Tejas Gudulekar</b>			
<b>ROLE</b>	<b>Systems Engineer</b>			
<b>ROLE DESIGNATION</b>	<b>Systems Engineer Trainee</b>			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>TOTAL GROSS SALARY</b>				<b>25,000</b>
<b>OTHER BENEFITS</b>				
<b>Scheme</b>	<b>Eligible Amount In INR</b>	<b>Interest</b>	<b>Monthly Instalments</b>	<b>Margin Money (To be borne by the employee)</b>
<b>SALARY LOAN (subject to submission of Trainee Agreement)</b>	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**ANNEXURE - 8**  
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Tejas Gudulekar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>4. INCENTIVE COMPONENTS</b>				
		<b>At an indicative Payout of 5%</b>	<b>At indicative Payout of 10%</b>	<b>At indicative Payout of 20%</b>
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>				<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>				<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>				<b>30,000</b>
<b>OTHER BENEFITS</b>				
<b>Scheme</b>	<b>Eligible Amount In INR</b>	<b>Interest</b>	<b>Monthly Instalments</b>	<b>Margin Money (To be borne by the employee)</b>
<b>SALARY LOAN (subject to submission of Trainee Agreement)</b>	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

# CSR Campus Drive -2021

Dear Tejaswini sawant

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant



## Congratulations your student/s selected at Ixight

Rohini Mulay <rohini.mulay05@gmail.com>

Fri, Jul 2, 2021 at 9:47 PM

To: ambarish.mhasatkar.siahm@sinhgad.edu, TPO@frcrce.ac.in, "Venkatesh R [UCOE]" <venkatesh.r@universal.edu.in>

Greetings from Rohini Mulay Consultancy!

We are pleased to inform you that the student/s from your college have been selected by Ixight. The Founder Mrs Savita Modak will call you tomorrow and also share their offer letter/s.

List of Students Selected with their Email Ids and Contact Details					
S.No.	Name	College	Confirmation	Email ID	Mobile No.
1	Dev Mukesh Patel	Universal College	Yes	<a href="mailto:devpatel973@gmail.com">devpatel973@gmail.com</a>	9579902784
2	Pratik Ratanpara	Universal College	yes	<a href="mailto:pratikratan48@gmail.com">pratikratan48@gmail.com</a>	9987354814
3	Darshan Gohil	Universal College	Yes	<a href="mailto:8463darshan@gmail.com">8463darshan@gmail.com</a>	9930893771
4	Hardik Dhedhu	Universal College	Wait listed	<a href="mailto:hardikdhedhu415@gmail.com">hardikdhedhu415@gmail.com</a>	7977145740

May all your students get placed!

Rohini Mulay

Mobile -9881045783

[Rohini- LinkedIn](#)

Enjoying wearing different Hats



## Fwd: Welcome to 10xDS!

jisha chirayath <jishachirayath@gmail.com>  
To: venkatesh.r@universal.edu.in

Wed, Sep 1, 2021 at 10:21 AM

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

From: Talent <talent@10xds.com>  
Date: Mon, 2 Aug 2021, 3:07 pm  
Subject: Welcome to 10xDS!  
To: jishachirayath@gmail.com <jishachirayath@gmail.com>  
Cc: Talent <talent@10xds.com>

### Credential Submission

Dear Jisha,

Greetings from 10xDS!

We are extremely happy to inform that you have been shortlisted for the internship programme with us.

**Your virtual training will commence from 03-August-2021(Tuesday).** We will be sharing the meeting invite to your mail id shortly.

Kindly send the scanned internship form along with the following documents on or before **04-08- 2021 to [talent@10xds.com](mailto:talent@10xds.com)** :

- Scanned passport size photo
- 10<sup>th</sup> 12<sup>th</sup> and Degree completion certificate copy
- Aadhar card copy
- Passport copy
- Pan card copy

Once these documents are submitted successfully, you will be issued the internship offer letter.

In case you have any queries, please feel to reach out to my number @9176388229

**Kindly revert back with your confirmation.**

Regards

Team Talent

## About Us

Exponential Digital Solutions (10xDS) is a new age organization where traditional consulting converges with digital technologies and innovative solutions. With an expert team having diverse experiences and backgrounds, 10xDS is committed towards partnering with clients to augment their performances and help them realize their most important goals by harnessing a blend of automation, analytics, AI and all that's "New" in the emerging exponential technologies. Today, we are treading an exponential path of growth, delivering many successful and transformative engagements, designing and creating new business models, business advisory partnerships and center-of-excellences!

Exponential Digital  
Solutions

[www.10xds.com](http://www.10xds.com)



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## 8 attachments



**image001.png**  
5K

**image008.png**  
1K

**image009.png**  
1K

**image010.png**  
1K

**image011.png**  
1K



**image002.jpg**  
2K

**image010.png**  
1K

 **Internship form.docx**  
32K

## **OFFER OF EMPLOYMENT**

**Jun 10, 2021**

**To,**

**Vaishali Naik**

**Position offered: Project Trainee**

**Hi Vaishali,**

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

### **So what's in it for you?**

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

## Compensation Details

Your annual CTC will be ₹3,00,000/- (Three Lakh Only) P.A.TDS will be deducted as applicable.

The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	138000	11500
HRA	55200	4600
Transport Allowance	27600	2300
Special Allowance	6000	500
Medical Allowance	27600	2300
Gross	254400	21200
Bonus	24000	0
Company contribution to PF	21600	1800
CTC	3,00,000	23000

\*Bonus will be paid proportionately during **2022** Diwali.


Your employment will be effective from **Jun 14, 2021**.

You will be on probation till **Dec 13, 2021** and based on your performance and the company's requirement & on completion of your graduation degree you will be converted to a permanent employee. However this offer is contingent upon completion of a successful reference& background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.

Sincerely,

X 

Rupali Veerkar  
VP - HR

HRD/3T/1002097693/21-22

September 3, 2021

Mr. Vipul Purohit  
A-104,  
Shanti Vihar  
Bhiwandi-421302  
India

Ph: +91-7773932541

Dear Vipul,

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: 2021.09.03 21:34:49 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



**ANNEXURE - I**  
**(Compensation during the Training)**

<b>COMPENSATION DETAILS</b> (All figures in INR per month)				
NAME	Mr. Vipul Purohit			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>TOTAL GROSS SALARY</b>				<b>25,000</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**ANNEXURE - II**  
(Compensation post Unit allocation)

<b>COMPENSATION DETAILS</b> (All figures in INR per month)				
NAME	<b>Mr. Vipul Purohit</b>			
ROLE	<b>Systems Engineer</b>			
ROLE DESIGNATION	<b>Systems Engineer Trainee</b>			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>4. INCENTIVE COMPONENTS</b>				
		<b>At an indicative Payout of 5%</b>	<b>At indicative Payout of 10%</b>	<b>At indicative Payout of 20%</b>
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>				<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>				<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>				<b>30,000</b>
<b>OTHER BENEFITS</b>				
<b>Scheme</b>	<b>Eligible Amount In INR</b>	<b>Interest</b>	<b>Monthly Instalments</b>	<b>Margin Money (To be borne by the employee)</b>
<b>SALARY LOAN (subject to submission of Trainee Agreement)</b>	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

Ref: 747250/1710923/Fr Non ELTP/PTP

July 04, 2021

**Subject: Offer of Appointment**

Dear **Mr. Harsh Raval**,

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Jr Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP Scheme(as Fr-Non-ELTP)**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**"(**ELITE**) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the **ELITE** program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 2,50,000 (Rupees Two Lakh Fifty Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
  - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
  - Meeting the set eligibility criteria at the end of your academic course
  - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
  - Submission of all necessary legal documentation pertaining to your employment.



**ANNEXURE - A**

NAME	<b>Mr. Harsh Raval</b>	
TITLE	<b>Jr Software Engineer</b>	
BAND	<b>U1</b>	
LOCATION	<b>Mumbai</b>	
	<b>COMPONENTS</b>	<b>Per Annum</b> (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	51719
	HRA (@50% OF BASIC)	25860
	BONUS / STATUTORY BONUS	24000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	6206
	FLEXIBLE COMPONENTS OF TFP	64613
	<b>TOTAL FIXED PAY..... (A)</b>	<b>172398</b>
	<b>TOTAL VARIABLE PAY (TVP). ..... (B)</b>	19156
	<b>ADDITIONAL BENEFITS..... (C)</b>	8446
	GRATUITY	2488
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5958
	<b>TOTAL COST TO COMPANY ..... (D) = (A) + (B) + (C)</b>	<b>200000</b>

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** You are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.

Component	Max Limit
Leave Travel Assistance	12,000
Meal Card	26,400

(Contd...)

29<sup>th</sup> June, 2021

**To,  
Mr. Harsh Jayesh Sangani**

Dear Harsh,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

**Find below compensation details:**

During the first month (including training) you would be paid remuneration of Rs.25,000/-pm. If target of first month is achieved (100%) then your salary will be revised to Rs.55,000/-pm (As per below table) effective from second month and arrears of the first month will also be paid to you.

If in case you fail to achieve the target for first month, then extension of one more month will be given at a remuneration of 25,000/-pm.

Particulars	(Amount in Rupees.)	
	Per Month	Per Annum
Basic Salary	16,000	1,92,000
House Rent Allowance	8,000	96,000
Transport Reimbursement	1,600	19,200
Telephone Reimbursement	500	6,000
Statutory Bonus (Paid Monthly)	1,400	16,800
Special Allowance	12,500	1,50,000
<b>Total</b>	<b>40,000</b>	<b>4,80,000</b>
Daily Travel Reimbursement	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	12,000	1,20,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	-	3,68,000
<b>CTC: Six Lakh Sixty Thousand only p.a.</b>	<b>55,000</b>	<b>10,00,000</b>

**Regards,  
Jaro Education**



**Sushant Mallya  
General Manager – Human Resource**

I agree to the above terms & conditions \_\_\_\_\_ Dated \_\_\_\_\_

ESPL/HRD/LOA/0120191001

**March 19, 2021**

To,  
Mr. Rutvik Suresh Kachchhi,  
Vidya Vikas Educational Trust College of Engineering  
Mumbai.

**Subject: Offer Letter**

Dear Rutvik,

We are pleased to offer you the position of **'Associate Consultant Functional'**, with Evolutionary Systems Pvt. Ltd. This offer is subject to your acceptance and approval of the documents and references, which you have mentioned in your interview and resume earlier. You are required to submit the documents as per Annexure – II, on your day of joining the company. You are required to join on or before **June 15, 2021**.

Your Letter of Appointment will be given to you upon your joining the company, which contains details of all terms and conditions of employment in the company. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

The details of your offer are as follows:

**LOCATION**

Your base location will be Ahmedabad, India. The company may require you to work at client sites in India and abroad. The company will seek to give you reasonable notice of extensive travel requirements and to take into account your personal circumstances where appropriate.

**COMPENSATION**

Your annual CTC will be **INR 3,20,004 (INR Three Lakhs Twenty Thousand and Four Only) Per Annum**.

**OTHER BENEFITS**

You will be eligible for the following additional benefits.

**Onsite Allowance:** Whenever you are on an overseas deputation you will be entitled for onsite allowance of AED 70 per day. In case of your deputation other than UAE/Qatar, onsite allowance will be as per standard structure of that specific country, the details will be available in the deputation letter.



**Evolutionary Systems Pvt Ltd**

11<sup>th</sup> Floor Kataria Arcade, Beside Adani Vidhya Mandir, Behind Adani CNG pump SG Highway INDIA,  
Tel +91 79 66823300, 66823301 Fax +91 79 66823399 Email: [contact@evosysglobal.com](mailto:contact@evosysglobal.com) Web: [www.evosysglobal.com](http://www.evosysglobal.com)  
CIN No. U17122GJ2006PTC049073

**Annexure -I**

**SALARY DETAILS**

Name:	Rutvik Suresh Kachchhi	
Designation:	Associate Consultant Functional	
<b>PARTICULARS</b>	<b>PER MONTH (INR)</b>	<b>PER ANNUM (INR)</b>
<b>Fixed Cash Components</b>		
Basic Salary	15,100	1,81,200
House Rent Allowance	7,550	90,600
India Allowance*	3,134	37,608
Other Allowance	331	3,972
<b>Total Fixed Cash Compensation (A)</b>	<b>26,115</b>	<b>3,13,380</b>
<b>Fixed Non-Cash Components</b>		
Gratuity**	552	6,624
<b>Total Fixed Non-Cash Compensation (B)</b>	<b>552</b>	<b>6,624</b>
<b>Total CTC (A+B)</b>	<b>26,667</b>	<b>3,20,004</b>

**NOTE:**

\*India allowance will be applicable during employee's stay in India. It will be discontinued whenever the Employee is deputed onsite.

\*\* Gratuity will be paid as per the Gratuity Law.



**Evolutionary Systems Pvt Ltd**

11<sup>th</sup> Floor Kataria Arcade, Beside Adani Vidhya Mandir, Behind Adani CNG pump SG Highway INDIA,  
 Tel +91 79 66823300, 66823301 Fax +91 79 66823399 Email: [contact@evosysglobal.com](mailto:contact@evosysglobal.com) Web: [www.evosysglobal.com](http://www.evosysglobal.com)  
 CIN No. U17122GJ2006PTC049073

## ANNEXURE - II

### List of documents to be submitted

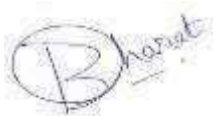
1. Colored Passport Copy
2. Five recent passport size colored photographs with white background
3. Education Qualification Certificates (Graduation & Post-Graduation convocation degrees with marksheets)
4. Residence proof (Driving License/Election Card)
5. Relieving & Experience letter from Last Employer
6. Last three months' salary slips from Last Employer
7. PAN Card copy

You are requested to report to **Mr. Parth Thaker** at 10:00 am to complete the joining formalities at the below reporting address. At the time of joining, submit the copies of the documents as per Annexure – II.

### **Reporting Address:**

Evolutionary Systems Pvt. Ltd. (Evosys)  
11<sup>th</sup> Floor, Kataria Arcade,  
Beside Adani Vidya Mandir School,  
Behind Adani CNG Station, S.G. Highway,  
Makarba, Ahmedabad – 380054.

If you have queries on any of the above, please contact **Bharat Dhaneshwari** on **+91-9979-870-323**.



### **Evolutionary Systems Pvt Ltd**

11<sup>th</sup> Floor Kataria Arcade, Beside Adani Vidhya Mandir, Behind Adani CNG pump SG Highway INDIA,  
Tel +91 79 66823300, 66823301 Fax +91 79 66823399 Email: [contact@evosysglobal.com](mailto:contact@evosysglobal.com) Web: [www.evosysglobal.com](http://www.evosysglobal.com)  
CIN No. U17122GJ2006PTC049073



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206363766/Mumbai**  
**Date: 09/01/2021**

Mr. Akhil Jignesh Thakkar  
B/307, Sai Deep Hsg.Soc. ,Shanti Park2nd Road Sriprastha, Nalasopara West,  
Near Mother Mary'S English High School,  
Nalasopara-401203,  
Maharashtra.  
Tel# -

Dear Akhil Jignesh Thakkar,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20206363766**

1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pukhran Road No 2, Thane (West), 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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

2018



### Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Akhil Jignesh Thakkar</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Universal College Of Engineering And Technology</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		<b>Upto 60,000</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES- SPECIAL ECONOMIC ZONE (SEZ),PLOT NO, 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar- 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Galaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - JIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokhran Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441106,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206841692/Mumbai**  
**Date: 09/01/2021**

**Ms. Deesha Gavand**  
Universal College of Engineering.  
Tel# 91-9271996160

Dear Deesha,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **`3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20206841664**

1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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

2022



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of `1,700/-. 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.

### **Quarterly Variable Allowance**

Your variable allowance will be `600/- 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.

Quarterly Variable Allowance 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 Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

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

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits

## OFFER OF EMPLOYMENT

**Jun 10, 2021**

**To,**

**Darshana Sawant**

**Position offered: Project Trainee**

**Hi Vaishali,**

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

### **So what's in it for you?**

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

### Compensation Details

Your annual CTC will be ₹3,00,000/- (Three Lakh Only) P.A.TDS will be deducted as applicable.

The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	138000	11500
HRA	55200	4600
Transport Allowance	27600	2300
Special Allowance	6000	500
Medical Allowance	27600	2300
Gross	254400	21200
Bonus	24000	0
Company contribution to PF	21600	1800
CTC	3,00,000	23000

\*Bonus will be paid proportionately during **2022** Diwali.


Your employment will be effective from **Jun 14, 2021**.

You will be on probation till **Dec 13, 2021** and based on your performance and the company's requirement & on completion of your graduation degree you will be converted to a permanent employee. However this offer is contingent upon completion of a successful reference & background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.

Sincerely,

X 

Rupali Veerkar  
VP - HR

Jul 13, 2021

To,  
**Bhaumik Subhashchandra Kesalikar**  
Universal College of Engineering , Mumbai - 401208

Dear Bhaumik,  
**Welcome to CitiusTech!**

It gives me tremendous pleasure to extend our offer of employment to have you join CitiusTech Healthcare Technology Private Limited (formerly Citius IT Solutions Private Limited) ("CitiusTech") as a **Trainee - Software Engineer - Professional Services from 14-Jul-2021**. I am confident that you will have a fulfilling and rewarding career at CitiusTech.

At CitiusTech, you will be a part of our IT solutions group. This group consists of individuals of the highest caliber / experience / qualification. Members of this group are drawn from the best of educational institutions from India and abroad and leading Indian and global IT services companies. As part of this group, you will continue to have the opportunities to work on cutting edge software technologies, while also developing a broad knowledge of healthcare workflows. In addition, CitiusTech will also present opportunities for personal development through our multi-faceted training programs, interest groups, leadership development programs, and end-client engagement.

As we have discussed, your compensation will be **Rs.4.00 lakhs** per annum - **Rs. 4.00 lakhs** as fixed (payable monthly). The fixed amount includes **Rs.0.28 lakhs** per annum of retention pay, payable monthly. (Retention is part of salary structure for the first two years of employment). You will be payable **Rs. 1.60 lakhs** per annum payable monthly over and above your fully loaded CTC when working in the night shift.

In addition to the above, if the employee resigns from and/or leaves the services of CitiusTech for any reason before the completion of 18 months from the date of Joining, then the employee shall pay CitiusTech a sum of **Rs.0.75 lakhs** in consideration of the training that has been provided by CitiusTech and the remuneration drawn by the employee during the training period. The document for the same will be executed at the time of joining.

Along with the above, we will execute an appointment letter as well as a standard non-disclosure agreement. Copies of these are available for your perusal. Once again, we welcome you to CitiusTech and to the dynamic world of healthcare software and technology. Kindly note that this offer is contingent upon successful completion of a background check, including a check of your employment references.

With best wishes,

X \_\_\_\_\_ 

**For CitiusTech Healthcare Technology Private Limited  
(formerly Citius IT Solutions Private Limited)**

**Accepted & Confirmed**



Authorized Signatory

Date: Jul 13, 2021

## CitiusTech Healthcare Technology Private Limited

### Salary Structure

Name of Employee: Bhaumik Subhashchandra Kesalikar  
 Effective Date: Jul 14, 2021

#### A STRUCTURE

Details	Rs per month	Rs per annum
Basic	22000	264000
Company contribution to Provident Fund	2640	31680
Flexi Basket	6360	76320
Retention Pay	2333	28000
<b>Total Fixed Pay</b>	<b>33333</b>	<b>400000</b>
<b>Total cost to Company</b>	<b>33333</b>	<b>4,00,000</b>

#### B NOTES

1. Retention pay is part of salary structure for the first two years of employment
2. Flexi basket will be made available on the ESS portal post joining of employee
3. Flexi basket components - Conveyance, Medical Allowance, LTA, Food coupons, NPS
4. Balance amount (out of flexi declaration) will be considered as "HRA"

#### C TAKE HOME PAY

Components	Rs per month	Rs per annum
Basic	22000	264000
Company Contribution to Provident Fund	2640	31680
Flexi Basket	6360	76320
Retention Pay	2333	28000
<b>Gross Earnings ( Fixed Pay)</b>	<b>33333</b>	<b>400000</b>
<b>Gross Earnings</b>	<b>33333</b>	<b>4,00,000</b>

#### Less : Deductions

Professional tax	200	2400
Provident fund- Employees Contribution	2640	31680
Provident fund- Employers Contribution	2640	31680
<b>Total Deductions before TDS</b>	<b>5480</b>	<b>65760</b>

<b>Net earnings before TDS</b>	<b>27853</b>	<b>334240</b>
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**CitiusTech Healthcare Technology Private Limited**  
 (formerly Citius IT Solutions Private Limited)

Regd. Office : Ground floor, B Block, Teritex Building, Saki Vihar Road, Andheri (E) Mumbai 400 072, MH, India.  
 SEZ Unit : Mindspace, Serene Properties SEZ, Thane – Belapur Road, Airoli, Navi Mumbai – 400 708, MH, India  
 CIN: U72100MH2005PTC153862







**29-Aug-2021**

**Dear Anjali Singh,**  
B.E., Computer Science  
Lords Universal College, Mumbai

**Candidate ID – 17194824**

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 Analyst 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 **401,988/-**. This includes an annual target incentive of INR **22,500 /-** 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. **450,500/-**. This includes an annual target incentive of INR **22,500/-** 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. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including 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 focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

### Compensation and Benefits

<b>Name:</b> Anjali Singh	<b>Designation:</b> Programmer Analyst Trainee
---------------------------	--

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

#### Leave & Vacation:

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

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

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

# CSR Campus Drive -2021

Dear Aniket vishal zodge

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

July 13, 2021

**Mr. Aniket Zodge**

**Address:** B/303, Ghanshyam park, Om Nagar, Vasai West, Palghar. Pin code-401202

**Mobile:** +91 8007670407

**E-Mail ID:** aniketzodge99@gmail.com

**Offer Letter**

Dear Aniket,

This is further to our discussions and interview held at Head Office-Pune. We are pleased to inform you that you have been selected and hereby offered a position with **SoftTech Engineers Ltd.**, brief details of which are as follows:

**Designation** : Trainee – Software Developer  
**Appointment Date** : On or Before Monday, August 2, 2021  
**Stipend** : Rs. 15,000/- per month  
(After completion of training period of 6 months, and subject to your performance during the training period, you will be appointed as a **Junior Software Associate** with a revised CTC of **Rs. 3,60,000/- per annum**).  
**Location** : Pune

**This offer stands valid till August 2, 2021.** By accepting this Offer you confirm your **commitment of 18 months** from the time of your joining the Organization. You also understand and accept that in the scenario you fail to honor this commitment, the company will have the right to recover the training cost involved in your training from you.

On your joining you must furnish the following.

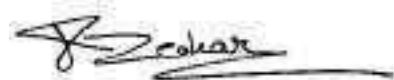
1. Relieving letter from all the previous employers (If applicable)
2. Salary Certificate/Tax Deduction Certificate from your previous employer. (If applicable)
3. Attested copies of all certificates (School, College & Professional Education)
4. 3 Passport size photographs.
5. Photo Identity Proof (Pan Card/ Aadhar Card/ Passport)
6. Medical fitness certificate. (From Family Doctor)

The offer is subject to,

1. Satisfactory verification of all documents and certificates submitted by you as per your profile shared by you with the company,
2. Your successful completion of your graduation within a period of 1 month from your joining

Yours truly,

**For, SoftTech Engineers Ltd.**



**Rahul Deokar**

**General Manager Human Resources**

**SoftTech Engineers Limited**

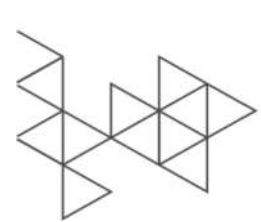
CMMi /3, ISO 9001: 2015

CIN: L30107PN1996PLC016718

Registered Office : SoftTech Towers, S NO 1/1A/7 8 15 16 17 Plot No. B,C,D, 1-Baner,  
Opp. Royal Enfield Showroom, Baner Road, Pune 411005

T : +91 20 67183711 | enquiries@softtech-engr.com | www.softtech-engr.com

2032



**Infrasoft Technologies Limited**

Corporate Office: 904, 9<sup>th</sup> Floor, Ackruti Star, Central Road,  
MIDC Andheri (East), Mumbai 400 093.

Tel: +91-22-6101 2200 Fax: +91-22-6101 2222

Email: [corporate@infrasofttech.com](mailto:corporate@infrasofttech.com), Website: [www.infrasofttech.com](http://www.infrasofttech.com)

CIN : U72900MH1995PLC135094



Ref. : InfrasoftTech/Offer/6911/21-22/6911

Date : July 22, 2021

**Mr Aaditya Kadam**

3Rd Flr,Sundaram Apt, Rm Rroad, Near Dahisar Bridge, Dahisar West Mumbai-400068

Dear Aaditya,

**Sub: Letter of Offer**

With reference to the meeting we had regarding the career opportunity for you in InfrasoftTech Group, we take pleasure in confirming our offer to you as follows:

Designation : Trainee Associate Consultant

Grade : A

Compensation : You shall be entitled to an all inclusive annual gross compensation of Rs. 300000/- (Rs. Three Lakh Only) per annum enclosed in Annexure-I providing details of your annual gross compensation along with the terms & conditions. The Compensation structure is subject to change from time to time.

Expected Date of joining : Not later than - July 26,2021

Job Location : Mumbai

Probation : You will be on probation for a period of six months and would be confirmed upon successful completion of your probation based on your performance.

On successful completion of joining formalities, you would be issued a formal appointment letter within 7 days from your date of joining. The appointment letter would provide you details on your compensation & the terms and conditions of employment.

**Undertakings:**

- A) You undertake that there are no claims of damages or legal actions of any nature instituted against you by any of your colleges graduated from / previous employers. Neither the colleges you have graduated from, nor your previous or current employer/s have instituted any action against you on account of any criminal activity, mis-appropriation of funds, operating in concert with competitors, undertaking dual profession, claims on loss or damage to company's property, harassment of co-workers etc. You further undertake that no legal cases of above nature have been instituted against you in past or currently in progress even in your personal capacity. You confirm that you have adequately declared any such information prior to you accepting this offer.
- B) You are required to undergo pre-employment health check-up prior to joining. In addition you confirm that you have adequately declared in writing any kind of a medical problem which you may have had in past or present, prior to you accepting this offer.
- C) You undertake that you have not been involved with drug abuse or have not been suffering problems with alcoholism. You confirm that any such history has been adequately disclosed by you to the company in writing prior you accepting this offer.

**PRIVATE & CONFIDENTIAL**

**Page 1 of 4**

**Infrasoft Technologies Limited**

Corporate Office: 904, 9<sup>th</sup> Floor, Ackruti Star, Central Road,  
MIDC Andheri (East), Mumbai 400 093.

Tel: +91-22-6101 2200 Fax: +91-22-6101 2222

Email: [corporate@infrasofttech.com](mailto:corporate@infrasofttech.com), Website: [www.infrasofttech.com](http://www.infrasofttech.com)

CIN : U72900MH1995PLC135094

Enclosed is our "Confidentiality & Non-Disclosure, Non-Solicitation, Non-Compete and Limitation of Liability Agreement" with the company. This agreement is an integral part of our offer letter and you are bound to the undertakings of the same even before joining the company, if you are accessing any internal information about the company or made privy to the same.

This offer is valid, subject to:

- a. No adverse change in business plans of the company
- b. The above undertakings proven true on accepting the offer & during the tenure of your association with the company
- c. All details furnished by you being proven true.
- d. Satisfactory medical fitness certificate provided by you
- e. Clearance of your Background Verification (includes Identity, Education, Employment, Criminal Court, Address & Global Database Check) from our contract agency.

Kindly confirm your acceptance by signing the duplicate of this letter.

Thanking you,

Yours sincerely,

*For Infrasoft Technologies Limited*

Received & Accepted



Sonali Bhave  
Global Head - Human Resources

Aaditya Kadam  
Date: July 22, 2021

**UNDERTAKING:**

I confirm that I have read & understood the above terms & conditions of offer and accept the same. I will join on or before July 26,2021, failing which this offer stands terminated and InfrasoftTech Group would bear no liability of any nature whatsoever towards me.

Aaditya Kadam  
Date: July 22, 2021

**Encl: Annexure I: Cost to Company Sheet**  
**Annexure II: List of documents for submission**

## **OFFER OF EMPLOYMENT**

**Jun 10, 2021**

**To,**

**Harsh Raval**

**Position offered: Project Trainee**

**Hi Vaishali,**

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

### **So what's in it for you?**

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

### Compensation Details

Your annual CTC will be ₹3,00,000/- (Three Lakh Only) P.A.TDS will be deducted as applicable.

The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	138000	11500
HRA	55200	4600
Transport Allowance	27600	2300
Special Allowance	6000	500
Medical Allowance	27600	2300
Gross	254400	21200
Bonus	24000	0
Company contribution to PF	21600	1800
CTC	3,00,000	23000

\*Bonus will be paid proportionately during **2022** Diwali.


Your employment will be effective from **Jun 14, 2021**.

You will be on probation till **Dec 13, 2021** and based on your performance and the company's requirement & on completion of your graduation degree you will be converted to a permanent employee. However this offer is contingent upon completion of a successful reference & background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.

Sincerely,

X 

Rupali Veerkar  
VP - HR



Date: August 30, 2021

Ref: LTI/HR/Campus/EN1/2021

Name: Nidhi Gohil

College: Universal College of Engineering

### OFFER OF EMPLOYMENT

Dear Nidhi Gohil,

**Welcome** to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,52,637/-** as per the details mentioned in '**Annexure-1**'.

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

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

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

### TERMS AND CONDITIONS

#### **1. Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

#### **2. Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

#### **3. Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

### ANNEXURE-2

Off-Campus Eligibility Criteria for Engineering - Year 2021 Batch	
Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on 1st July of Passing year (2021)	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. <b>No Year drop allowed.</b>
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA  NOTE: <ul style="list-style-type: none"> <li>• SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only.</li> <li>• Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered.</li> <li>• For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only.</li> <li>• For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.</li> </ul>
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA <ul style="list-style-type: none"> <li>• For the interview process, an aggregate of 60% &amp; above <u>till the results of the last conducted examination</u> will be considered.</li> <li>• Aggregate of 60% &amp; above or equivalent CGPA must be obtained after declaration of final semester results</li> <li>• Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule)</li> <li>• Conversion from CGPA into Percentage must be calculated as per your respective University norms</li> <li>• Provisional/Passing Certificate (of all courses) must state <b>First Class</b></li> </ul>
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	<ul style="list-style-type: none"> <li>• <b>No active/live backlogs allowed at the time of the interview process</b></li> <li>• All backlogs (if any) must be cleared <u>with the final semester exams</u></li> <li>• All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course)</li> <li>• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University.</li> <li>• This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism.</li> <li>• Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.</li> </ul>
Nature of Course:	All Full Time courses Only
Year of Passing:	2021 SUMMER Pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness (in the format prescribed by LTI) at the time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Service Agreement:	Signing a Service Agreement for a period of 2 years starting from the date of joining
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization



**Self Declaration :**

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
4. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
5. I am aware that this selection process is completely free of cost.

**Candidate Signature:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**Institute Name :** \_\_\_\_\_

**Mobile No :** \_\_\_\_\_

**Date of interview process:** \_\_\_\_\_



### Kedar Bhat

Analyst at Capgemini India



Capgemini



Mumbai University Mumbai

Mumbai, Maharashtra, India · [Contact info](#)

43 connections

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### About

I am a fresher, currently pursuing B.E about to pass out, currently looking for python related jobs, but also flexible enough to take on other roles.

### Activity

44 followers

Kedar Bhat commented on a post · 8mo

Great work congratulations 🎉🎉

Kedar Bhat commented on a post · 8mo

Congratulations Pranjal 🎉🎉

Kedar Bhat commented on a post · 8mo

Congratulations Sagar 🎉🎉

Show all comments →

### Experience



Capgemini

Full-time · 2 yrs 2 mos  
Mumbai, Maharashtra, India

**Analyst**

Sep 2021 - Present · 2 yrs 2 mos

**Analyst**

Sep 2021 - Present · 2 yrs 2 mos

**Student**

Universal College of Engineering Mumbai · Apprenticeship  
Aug 2017 - Nov 2021 · 4 yrs 4 mos  
Vasai Virar, Maharashtra, India

### Education





### Mumbai University Mumbai

Bachelor of Engineering - BE, Computer Engineering

Aug 2017 - Jun 2021

Grade: A

A Business oriented person who is looking to expand the horizon of my learning process to visualise a seamless integration of all domains into on

### Universal College of Engineering Mumbai

Bachelor of Engineering - BE, Computer Engineering

2017 - 2021

## Licenses & certifications



### Service Now Certified System Administrator

Capgemini

Issued Feb 2022

## Skills

Engineering

Python (Programming Language)

Show all 15 skills →

## Courses

Service Now



Associated with Capgemini

## Interests

Top Voices

Companies

Schools



### Bill Gates

Co-chair, Bill & Melinda Gates Foundation

34,881,652 followers

+ Follow



## People also viewed



### Dhruv Jani · 3rd+

Pursuing MSc in AI and ML from NMIMS

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For Business



### Smit Modi (He/Him)

Business Analyst At Metlife

Hoboken, New Jersey, United States · [Contact info](#)

500+ connections

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#### Open to work

Data Analyst, Business Analyst and Business Intelligence Analyst roles

[Show details](#)

### About

- Business Analyst with 3+ years of experience in all phases of the Software Development Life Cycle, gathering requirements, analysis, and implementation of projects.
- Knowledge of Software Development Life Cycle (SDLC) methodologies, ...see more

### Activity

659 followers

Smit Modi commented on a post · 4mo

Congratulations!!!

Smit Modi commented on a post · 7mo

Interested smodi6@stevens.edu

Smit Modi commented on a post · 8mo

Congratulations 🎉

[Show all comments →](#)

### Experience



#### Business Analyst

MetLife · Contract  
Sep 2022 - Present · 1 yr 2 mos

- Utilize Agile methodologies for defining and sizing user stories.
- Use SQL developer tools to create data reports from the data v ...see more

**Skills:** Customer Relationship Management (CRM) · Account Management · Adobe Photoshop · Visual Basic for Applications (VBA) · Healthcare

#### Business Analyst

BrightTech Software Inc · Full-time  
Jan 2019 - Jul 2021 · 2 yrs 7 mos

- Utilized Waterfall methodologies to effectively assist with the planning and implementation of business and software development plan ...see more



Messaging



Skills: Customer Relationship Management (CRM) · Account Management · Adobe Photoshop · Visual Basic for Applications (VBA) · Healthcare

### Education



**Stevens Institute of Technology**  
Master's degree, Information systems

Skills: Teamwork · Database Administration · MySQL · Databases · Statistics · Learning · Analytical Skills · Computer Science · Data Modeling · Data...

#### Universal College of Engineering Mumbai

Bachelor of Engineering - BE, Computer Engineering  
2017 - 2021

Skills: Teamwork · Front-End Development · Database Administration · MySQL · Databases · Statistics · Learning · Analytical Skills · Mathematics ·

### Skills

#### Customer Relationship Management (CRM)

2 experiences at MetLife

#### Account Management

2 experiences at MetLife

Show all 31 skills →

### Interests

Top Voices Companies Groups Newsletters Schools



**Satya Nadella**   
Chairman and CEO at Microsoft  
10,485,440 followers

+ Follow



### People also viewed



**Vikrant Hivare** · 3rd+  
Business Analyst

+ Connect



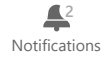
**Jyoti Khare** · 3rd+  
MSIS @ Stevens Institute of Technology | Actively looking for Fall 2023 internships

+ Connect

#### Shriya Karkal · 3rd+

Seeking Full-Time opportunities in Data Analyst roles | M.S. MIS @ Stevens Institute of Technology | Certified Google Data Analytics Professional





## Mahek Chandiwala

Sr. process associate at ADP



ADP



VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

Vasai Virar, Maharashtra, India · [Contact info](#)

1 connection

Connect

Message

More

### Activity

1 followers

Mahek Chandiwala commented on a post • 4mo

I am interested

[Show all comments →](#)

### Experience



#### Sr process associate

ADP · Full-time

Aug 2021 - Present · 2 yrs 3 mos

Vasai, Maharashtra, India

**Skills:** Accounting · Account Management · Data Analysis

#### Head Of Department

M.G commerce classes · Part-time

Jan 2016 - Apr 2023 · 7 yrs 4 mos

Vasai Virar, Maharashtra, India

### Education



#### Universal College of Engineering

2016 - 2020

### Skills

#### Accounting



Sr process associate at ADP

#### Account Management



Sr process associate at ADP

[Show all 8 skills →](#)



Messaging





## Utsav Chaudhary

ProjectUAV



Thomas J. Watson College of Engineering and Applied Science, Binghamton University

Binghamton, New York, United States · [Contact info](#)

500+ connections

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**Open to work**

Software Engineer, Python Developer and Automation Engineer roles

[Show details](#)

### About

I like to solve problems. When I was initially introduced to programming it was something that caught my attention, I had always been drawn to use my creativity to make things, initially, it was using robotics, I found myself attending various workshops, the very first one was a voice-controlled car, after that I was ve ...see more

### Featured

Link



**ThatInsaneGuy**

youtube.com

This Channel is for the PROGRAMMING and w

### Activity

1,069 followers

**Utsav hasn't posted yet**

Recent posts Utsav shares will be displayed here.

[Show all activity →](#)

### Experience

**Developer and Founder**

ProjectUAV

May 2020 - Present · 3 yrs 6 mos

Mumbai, Maharashtra, India


Messaging



We here make apps and projects that change lives or make them easy. Our current app has over 1000+ downloads and over 300+ daily users.



**Youtuber**

YouTube · Self-employed  
Oct 2018 - Present · 5 yrs 1 mo  
India

This Channel is for the people who want to learn PROGRAMMING and watch some Stupid things....



**ThatInsaneGuy**

This Channel is for the people who want to learn PROGRAMMING and watch some Stupid things....

**Machine Learning Intern**

VRoKCs · Internship  
Sep 2021 - Oct 2021 · 2 mos

- Worked on a project that translates and augments Sign Language using Machine Learning and Augmented Reality.... [...see more](#)



**Technical Head**

International Society of Automation (ISA)  
Sep 2020 - Jun 2021 · 10 mos  
Mumbai, Maharashtra, India

**Software Engineering Intern**

Compendious Medialabs Pvt. Ltd · Internship  
Jan 2021 - Apr 2021 · 4 mos  
Mumbai, Maharashtra, India · Remote

- Developed design and coded a Python bot that aggregates data from 200+ news websites.... [...see more](#)

[Show all 7 experiences →](#)

**Education**



**Thomas J. Watson College of Engineering and Applied Science  
Binghamton University**

Master of Science - MS, Computer Science  
Aug 2022 - May 2024



**Universal College of Engineering**

Bachelor's degree, Computer Science  
2017 - 2021

**Licenses & certifications**



**Python for Everybody Specialization**

University of Michigan  
Issued Aug 2020  
Credential ID HRADLFAVDDFZ

[Show credential ↗](#)



**Specialization Google IT Automation with Python**


Google  
Issued Jul 2020  
Credential ID coursera.org/verify/professional-cert/59YMRC67LBUQ

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**Projects**





**Khyati Desai, CSM®** (She/Her)  
 Business Analyst Intern @Aspida | Engineering ...
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**Indian Institute of Technology, Bombay**  
 410,421 followers  
+ Follow


**University of Mumbai**  
 950,654 followers  
✓ Following



**MIT Institute of Design**  
 11,032 followers  
+ Follow



**North Carolina State University**  
 340,327 followers  
+ Follow


**Universal College of Engineering Mumbai**  
 788 followers  
+ Follow



People also viewed


**Malavika Reddy K** • 3rd+  
 IT Business Systems Analyst @ NetApp | Masters in Engineering Management @ NC State University  
Connect


**Nilesh Pranay** • 3rd+  
 MEM Ambassador | Graduate student- Masters of Engineering Management (MEM) at NCSU | Actively seeking Full-time opportunities | E...  
Connect


**Sara Dhoot** • 3rd+   
 Actively seeking Full time Opportunities | MEM @ NCSU | Data Analyst | Business Analyst | Product Management | CSM®

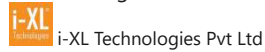

Messaging






### Roshan Kasurde

Solution Engineer Backend Developer at i-XL Technologies



VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

Mumbai, Maharashtra, India · [Contact info](#)

177 followers · 154 connections

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### Activity

177 followers

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Posts

Comments

Roshan Kasurde reposted this · 4mo



42

3 comments

Roshan Kasurde posted this · 4mo



I'm happy to share that I'm starting a new position as Solution Engineer Backend Developer at [i-XL Technologies Pvt Ltd!](#)

...

...show more

29

12 comments

Roshan Kasurde reposted this · 6mo



61

1 comment

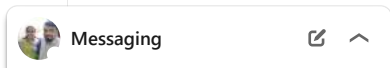
Show all posts →

### About

I aspire to be a valuable resource in esteemed organization and help develop software that is going to meet indivisible client needs.

### Experience

i-XL Technologies Pvt Ltd  
1 yr 6 mos



**Solution Engineer Backend Developer**

Full-time

May 2023 - Present · 6 mos

**Skills:** MySQL · JavaScript · jQuery · Laravel · PHP**Web Developer - Executive**

May 2022 - May 2023 · 1 yr 1 mo

**Skills:** Laravel · Web Development · PHP**PHP Web Developer**

Next Generation Skills Analytics and Testing Private Limited · Full-time

Jul 2021 - Apr 2022 · 10 mos

Delhi, India

**Skills:** Web Development · CodeIgniter · PHP**PHP Developer**

EXR Systems · Internship

Apr 2021 - Jun 2021 · 3 mos

Manama, Capital Governorate, Bahrain

Worked as a front and back end Php Developer. Designing and maintaining a Job Search website named Mutadarib Bahrain in a Bahrain based company.

**Skills:** Web Development · PHP**PHP Developer**

VilloTale Technologies Private Limited · Internship

Feb 2021 - Mar 2021 · 2 mos

Uttarakhand, India

Worked as a front and back end Php Developer. Designing and maintaining a local tourism company's admin website named as VILLOTALE.

**Skills:** Web Development · PHP**PHP Web Developer**

CMYKANTIC · Full-time

Oct 2019 - Mar 2020 · 6 mos

Mumbai, Maharashtra, India

Worked as a PHP Developer. Worked on live projects for jewellery shop, Medical shop, Doctor dispensary, corporate company, etc.

**Skills:** Web Development · PHP**Education****Universal College of Engineering**

Bachelor of Engineering, Computer Engineering

2013 - 2021

Grade: CGPI 6.31/10

**Skills:** Web Development · PHP**Projects****Internship Portal**

Jan 2019 - Jun 2021



Associated with VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

B.E. Final Year project. A full functioning web portal designed using HTML, PHP, MYSQL, JAVASCRIPT, JQUERY AJAX, etc.

**Skills:** Web Development · PHP**Skills****MySQL**


Solution Engineer Backend Developer at i-XL Technologies Pvt Ltd





## Khizar Mohammad

Cybersecurity Consultant

 qSEAp Infotech Pvt Ltd

Universal College of Engineering Mumbai

Mumbai, Maharashtra, India · [Contact info](#)

83 connections

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### About

Since as a kid I've always been excited about logical machines. As any kid video games led me to it, and then the curiosity to go beyond it. Later dismantling them to have a thorough inspection of every part. These whole little experiences made me fascinated by the term computer.... [...see more](#)

### Activity

82 followers

Khizar Mohammad posted this · 2mo

 New Threat Alert: FraudGPT - Phishing as a Service   
[#CyberSecurity](#) [#FraudGPT](#) [#PhishingThreat](#)



**After WormGPT, FraudGPT Makes it Easier for Cybercriminals**  
analyticsindiamag.com · 4 min read

Khizar Mohammad posted this · 3mo


From cybercriminal marketplaces to economic downturns, the battle against cybercrime intensifies. Stay vigilant, protect your digital presence, and p [...show more](#)



**Genesis Market: Popular cybercrime website shut down by police**  
bbc.com · 3 min read

[Show all posts →](#)

### Experience

 **Associate Information Security Consultant**  
qSEAp Infotech Pvt Ltd · Full-time  
Jun 2022 - Present · 1 yr 5 mos  
Navi Mumbai, Maharashtra, India · On-site

### Education

**Universal College of Engineering Mumbai**  
Bachelor of Engineering - BE, Computer Engineering  
2018 - 2021

**Bhauasaheb Vartak Polytechnic**  
Diploma of Education, Computer Technology/Computer Systems  
Technology  
Jul 2015 - May 2018

### Licenses & certifications



**Cisco Ethical Hacker**  
Cisco  
Issued Oct 2023



**Qualys Certifications**  
Qualys  
Issued Feb 2023

### Skills

Tenable Nessus

Android Testing

Show all 26 skills →

### Interests

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**IBM**  
16,594,656 followers

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**Accenture**  
11,288,791 followers

+ Follow

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### People also viewed



**Anuj Pandey** · 3rd+  
Cyber security

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## Khushboo Gogri

(She/Her) · 3rd

Strategic Engineer: Bridging Vision and Execution with Agile and Analysis | Project Manager and Business Analyst Extraordinaire | STEM MSPM'24 at Northeastern University

 Northeastern University

United States · [Contact info](#)

886 followers · 500+ connections

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**Open to work**  
Project Manager, Product Manager, Business Analyst, Product Analyst and Prod...  
[Show details](#)

### Activity

886 followers


+ Follow

Posts



Comments

Images

Khushboo Gogri posted this · 2mo




I'm happy to share that I've obtained a new certification: Principles in Quality Management from [Northeastern University](#)!

 30  1 comment

---


Khushboo Gogri posted this · 2mo

View my verified achievement from Northeastern University.



**Principles in Quality Management was issued by Northeastern University**


credly.com · 1 min read

 9

---


Khushboo Gogri posted this · 4mo

I'm happy to share that I've obtained a new certification: Principles in Risk Management from Northeastern University!



**Principles in Risk Management was issued by Northeastern University**

credly.com · 1 min read

 10

[Show all posts →](#)

### About


Messaging



Embarking on a journey to redefine project management and business analysis, I bring a blend of strategic vision and meticulous execution to the table. My passion lies in turning complexity into clarity and transforming challenges into opportunities. Let's not just meet expectations; let's exceed them together. Ready to em...see m

### Experience



**IGP.com**  
2 yrs 2 mos  
On-site

#### Project Manager

Full-time  
Jun 2021 - Jul 2022 · 1 yr 2 mos  
Maharashtra, India

-Led the development of a resource site for 1000+ users, resulting in a 20% surge in engagement. ...see m

**Skills:** Figma (Software) · SQL · Project Management

#### Business Analyst

Internship  
Jun 2020 - May 2021 · 1 yr  
Mumbai, Maharashtra

-Showcased the potential benefits of CRM systems by strategically selecting high-value projects exceeding \$1.2M, aligning them with clients' ...see m

**Skills:** Tableau · Microsoft Office · Data Analysis

### Education



**Northeastern University**  
Master's degree, Project Management  
Sep 2022 - Jun 2024

Majors in Project Business Analysis and Agile  
...see m

**Skills:** Risk Analysis



**Universal College of Engineering**  
Bachelor's degree, Computer Science  
Aug 2017 - Jun 2021

Activities and societies: Academic Secretary in the Student's Council for 2 consecutive years...

### Licenses & certifications



**Principles in Quality Management**  
Northeastern University  
Issued Aug 2023

Show credential



**Principles in Risk Management**  
Northeastern University  
Issued Jun 2023

Show credential

**Skills:** Risk Analysis · Risk Management

Show all 9 licenses & certifications →

### Projects

**Depressscape - Depression Monitoring through social media**  
Jun 2020 - Jun 2021





**Dravya Gohil** · 3rd

Flutter developer



CDP India Pvt. Ltd.

Mumbai, Maharashtra, India · [Contact info](#)

500+ connections

Connect

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More

Open to work  
Software Developer roles  
[Show details](#)

### About

Hands-on, successful Software Engineer with verifiable success leading teams in delivering appropriate technology solutions for desktop and mobile products. Comprehensive knowledge of platform development, , cloud services, and web-based applications. Innovative change agent with a unique mix of high-level technology...

### Activity

980 followers

Posts

Comments

Dravya Gohil posted this · 1mo

Hello LinkedIn community!  
I am excited to announce that I am actively seeking new opportunities a ...show more

**Dravya is open to work**

Looking for Software Engineer roles



3 comments · 1 repost

Dravya Gohil reposted this · 2mo



Dravya Gohil reposted this · 9mo



159 comments

Show all posts →

### Experience

Messaging



### Junior Software Developer

CDP India Pvt. Ltd. · Full-time

Nov 2021 - Present · 2 yrs

Mumbai, Maharashtra, India

**Skills:** Git · Firebase · Front-End Development · Flutter · Dart

### Java Developer

Trivia Softwares - India · Internship

May 2020 - Aug 2020 · 4 mos

Mumbai, Maharashtra, India

### Python Developer

Trivia Softwares - India · Internship

Dec 2019 - Mar 2020 · 4 mos

Mumbai, Maharashtra, India

## Education



### Universal College of Engineering

Engineer's degree, Computer Engineering

2018 - 2021

### St Xavier's High School

2013

Show all 4 education →

## Licenses & certifications



### Responsive Web Design

freeCodeCamp

Issued Aug 2021

Show credential ↗

## Skills

Model-view-viewmodel (MVVM)

Object-Oriented Programming (OOP)

Show all 17 skills →

## Interests

Top Voices

Companies

Schools



### Aman Gupta

Co Founder and CMO at boAt Lifestyle (Hiring at all Levels)

1,936,771 followers

+ Follow



### Suniel Shetty

Entrepreneur | Actor | Investor & Mentor | Sportsman at Heart

683,331 followers

+ Follow





### Shubh Gohil

Attended VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

Tekno Point



VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

Mumbai, Maharashtra, India · [Contact info](#)

50 connections

Connect

Message

More

### Activity

50 followers

Shubh hasn't posted yet

Recent posts Shubh shares will be displayed here.

Show all activity →

### Experience



Java Developer

Tekno Point · Full-time

Dec 2021 - Present · 1 yr 11 mos

Borivali, Maharashtra, India

### Education



Universal College of Engineering

Bachelor of Engineering - BE, Computer Engineering

2017 - 2021

Grade: 62.89%

### Skills

Java

Python (Programming Language)

Show all 5 skills →

### Interests

Companies

Schools



Tata Consultancy Services

13,609,425 followers



Messaging





Home



My Network



Jobs



Messaging



Notifications



Me



For Business

## MohammedAli (MD Ali) Kaday (He/Him)

Data Engineer at L&T Infotech Pvt Ltd



LTIMindtree



VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

Mumbai, Maharashtra, India · [Contact info](#)

1 connection

Connect

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More

### Activity

1 followers

MohammedAli hasn't posted yet

Recent posts MohammedAli shares will be displayed here.

[Show all activity](#) →

### Experience



#### Data Engineer

LTIMindtree · Full-time

Dec 2021 - Present · 1 yr 11 mos

Mumbai, Maharashtra, India · Hybrid

**Skills:** Data Analysis · Snowflake · Snowflake Cloud · Informatica Cloud · Informatica Administration · SQL · Microsoft SQL Server · Oracle I ...see more

### Education



#### Universal College of Engineering

Bachelor of Engineering - BE, Computer Science

2017 - 2021

### Skills

#### Data Analysis



Data Engineer at LTIMindtree

#### Snowflake



Data Engineer at LTIMindtree

[Show all 26 skills](#) →

### Interests



Messaging





Rahil Kothari · 3rd

Systems Engineer at Tata Consultancy Services | Data Analytics | Machine Learning

Tata Consultancy Services

Universal College of Engineering Mumbai

Mumbai, Maharashtra, India · Contact info

319 connections

Connect Message More

About

CS Engineering Graduate with a passion for Data and its related fields.

Have some prior experience in Data Analytics field, where I had an opportunity to perform data crunching, data visualization and analysis on real world data ...see more

Activity

314 followers

Rahil Kothari commented on a post · 7mo
Congratulations!!!

Rahil Kothari commented on a post · 8mo
Congratulations!!!

Rahil Kothari commented on a post · 9mo
Congratulations!!!

Show all comments ->

Experience

System Engineer
Tata Consultancy Services · Full-time
Jul 2021 - Present · 2 yrs 4 mos
Mumbai, Maharashtra, India

Data Science and Analytics Intern
The Sparks Foundation · Internship
Aug 2020 · 1 mo



TSF GRIP Certificate Rahil Kothari.jpg

Data Analyst Consultant
KPMG · Internship
Jun 2020 · 1 mo



Finding anomalies and analysing the dataset provided with the help of Data Analysis, Data Exploration and Visualization and providing useful guidelines



KPMG.jpg

### Education

**Universal College of Engineering Mumbai**  
Bachelor of Engineering - BE, Computer Science  
2017 - 2021

### Licenses & certifications



**AWS Cloud Practitioner**  
Udemy  
Issued Apr 2021  
Credential ID ude.my/UC-27aea467-447a-4995-8e19-9e78c2918046/



**TensorFlow in Practice Specialization**  
Coursera  
Issued Jul 2020  
Credential ID 75L7RUCR4V9Z

Show credential ↗

Show all 6 licenses & certifications →

### Volunteering



**Social Media Marketing Intern**  
Muskurahat Foundation  
Apr 2019 · 1 mo  
Children



**Volunteering**  
IETE  
Mar 2018 · 1 mo  
Education

### Skills

**Python (Programming Language)**

2 endorsements

**Data Analysis**

2 endorsements

Show all 17 skills →

### Languages

**English**

Professional working proficiency

**Gujrati**

Limited working proficiency

Show all 3 languages →

### Interests

Top Voices

Companies

Groups

Newsletters

Schools





### Kajal Maurya

Associate -Content/Database Management



Universal College of Engineering

Mumbai, Maharashtra, India · [Contact info](#)

62 connections

Connect

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### Activity

63 followers

Kajal hasn't posted yet

Recent posts Kajal shares will be displayed here.

[Show all activity →](#)

### Education



Universal College of Engineering

Bachelor of Engineering - BE, Computer Science  
2017 - 2021



Thakur College of Science & Commerce

HSC, Science  
Aug 2016 - Jul 2017

### Skills

Database Design

Databases

[Show all 41 skills →](#)

### Interests

[Companies](#)

[Newsletters](#)

[Schools](#)



Tech Mahindra

5,153,551 followers

+ Follow



Applicantz

486,836 followers

+ Follow



Messaging





### Danish Momin · 3rd

Bachelor of Engineering - BE at Universal College of Engineering Mumbai



Universal College of Engineering Mumbai

Bhiwandi, Maharashtra, India · [Contact info](#)

94 followers · 90 connections

Follow

Message

More

### Activity

94 followers

+ Follow

Danish Momin commented on a post · 5mo

Great piece! 👍

Show all comments →

### About

i'm good in

Skills:  
MS SQL Server...

...see more

### Experience



Graduate Engineer Trainee

ZF Group · Full-time  
Jan 2022 - Present · 1 yr 10 mos  
Pune, Maharashtra, India



Software Engineer

LinkedIn  
Oct 2021 - Present · 2 yrs 1 mo

### Education

Universal College of Engineering Mumbai

Bachelor of Engineering - BE, Computer Science  
2017 - 2021

Grade: CGPA : 6.8

### Skills





**Mihir Mule**  · 3rd  
Computer Science Engineer



Mumbai, Maharashtra, India · [Contact info](#)

500+ connections

Connect [Message](#) [More](#)

### About

I am Computer Science enthusiast having project experience in programming, app development . Proficient in JAVA , MySQL ,Python,HTML.  
Ability to translate business requirements into technical solutions. Looking forward to start the career with a firm where I'll get to learn new things.


### Activity


3,724 followers

**Mihir hasn't posted yet**  
Recent posts Mihir shares will be displayed here.


[Show all activity](#) →


### Experience

 **Graduate Engineering Trainee**  
Wipro · Full-time  
Sep 2022 - Present · 1 yr 2 mos  
Mumbai, Maharashtra, India




 **Junior Software Engineer**  
EduLab · Full-time  
Sep 2022 · 1 mo  
Mumbai Metropolitan Region

### Education

 **Universal College of Engineering**  
Bachelor of Engineering - BE, Computer Engineering  
Jul 2018 - Jun 2021

 **Mumbai University Mumbai**  
Bachelor of Engineering - BE, Computer Engineering  
2018 - 2021

[Show all 3 education](#) →

 Messaging  

### Licenses & certifications

**Core and Advance Java Training with OCJA 13 and OCJP 13**  
Trivia Softwares - India  
Issued Jan 2020

**Python with Data Science**  
Trivia Softwares - India  
Issued Dec 2019

### Skills

Unity

Android Studio

Show all 6 skills →

### Interests

Top Voices

Companies

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Schools



**Ravindra Jadeja**   
Indian Cricketer at Board Of Control For Cricket In India (Bcci)  
78,609 followers

+ Follow



**Bill Gates**   
Co-chair, Bill & Melinda Gates Foundation  
34,882,089 followers

+ Follow

Show all Top Voices →



### People also viewed



**Jinay Shah** · 3rd  
Project Engineer at Wipro

+ Connect



**Umang Patel** · 3rd  
Software Engineer at Capgemini

+ Connect



**Megana Reddy** · 3rd+  
Software Engineer at Wipro

+ Connect




**Abhishek Usdadiya** · 3rd  
JavaScript | C/C++ | Bootstrap | CSS | Visual Studio | IntelliJ IDEA | SQL | Python | HTML | Seeking Exciting New Opportunities





**Dishant Palande**  
Network Operations Engineer - Service Assurance

Tata Communications Limited, Dighi, Pune.  
 VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE  
 Maharashtra, India · [Contact info](#)  
 590 followers · 500+ connections

Follow [Message](#) [More](#)

**Open to work**  
Network Operations Engineer roles  
[Show details](#)

**Featured**

Document Dishant\_RESUME.pdf

- > Company Name :- Tata Communication Transformation Services.(TCTSL)
- > Project Name :- Service Assurance – Service Network Operations. (SNOC)
- > Position :- Network Engineer L3.
- > Client Base :- Vodafone-Idea Ltd. :- Managing India centric MPLS network :- June 2022 till Present.

- Ensure efficient and effective technical customer service as per SLAs.
- Manage Technical Support Center (helpdesk) and operations of escalation desk/tickets for all NOC and SOC issues.
- Review L1,L2 incidents and ensure resolution efficiency to ensure smooth operation and maintenance of network components.

Technical Skills / Proficiencies :-

- **Hardware** :-
  - Routers [Cisco [ASR9010, Cisco1900], Juniper, Alcatel [Nokia7750SR], Ericsson]
  - Switches.
- **Tools & IDE** :-

**Activity**

590 followers

[+ Follow](#)

Posts [Comments](#)

Dishant Palande posted this · 1yr




I'm happy to share that I'm starting a new position as Network Operations Engineer at [Tata Communications Limited, Dighi, Pune.](#)!




 2

1 comment

[Show all posts →](#)

**Experience**

 **Network Operations Engineer**  
Tata Communications Limited, Dighi, Pune. · Full-time  
Jun 2022 - Present · 1 yr 5 mos

 **Messaging**  

Pune, Maharashtra, India  
Skills: Networking · Java · Network Operations Center (NOC) · Transmission Control Protocol (TCP) · Spanning Tree

### Education



**Universal College of Engineering**  
Computer Engineering, Java, c, c++  
2018 - 2021

### Skills

#### Networking

Network Operations Engineer at Tata Communications Limited, Dighi, Pune.

#### Java

Network Operations Engineer at Tata Communications Limited, Dighi, Pune.

Show all 5 skills →

### Interests

Top Voices Companies Groups Newsletters Schools



**N. Chandrasekaran**   
Chairman, Tata Sons, Author of Bridgital Nation: Solving Technology's People Problem  
694,208 followers

+ Follow



### People also viewed

**Rahul Palkar** · 3rd+  
Senior Network Engineer at Netrix Global

+ Connect



**Vipin Kumar** · 3rd+  
Network Engineer at Coforge (NIC) (CCNA) MCA

+ Connect



**peerasab mulla** · 3rd+  
network engineer at wipro

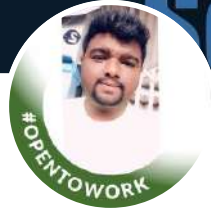
+ Connect



**Harshit Sharma** · 3rd+  
MCA | CCSA | CCNA | Networking | Routing | Switching | VMware | Firewall |

+ Connect





### Ronak Panchal · 3rd

MDM Solution Consultant | EBX developer | Python Developer

TIBCO TIBCO

Universal College of Engineering Mumbai

Maharashtra, India · [Contact info](#)

180 connections

Connect [Message](#) [More](#)

#### Open to work

Software Engineer, Computer Engineer, Python Developer, Junior Consultant an...

[Show details](#)

### About

Accomplished Software Developer and Professional Consultant with a demonstrated history in working with Information technology and Master Data Management. Motivated and Passionate in developing my skills to lead my carrier in IT Experienced Professional Tibco Consultant in Tibco MDM ,EBX. ... [...see more](#)

### Activity

181 followers

Posts [Comments](#) [Images](#)

Ronak Panchal posted this · 2mo

Hi everyone - I am looking for a new role and would appreciate your support. Thank you in advance for any connections, advice, or opportunities you can offer. ...


#### Ronak is open to work

Looking for Software Engineer, Computer Engineer, Python Developer, Junior Consultant and Seni...

23

5 comments

Ronak Panchal posted this · 4mo

 I am glad to share that I have completed TCP - TIBCO EBX™ Professional Certification!

15


[Show all posts →](#)

### Experience

**TIBCO** **Junior Consultant**  
TIBCO · Full-time  
Oct 2021 - Present · 2 yrs 1 mo  
Mumbai, Maharashtra, India



**Skills:** Reference Data · Operational Excellence · Agile Environment · Software Configuration Management · Implementation Experience · User Consultant



Gupshup · Freelance  
Aug 2019 - Dec 2021 · 2 yrs 5 mos  
Mumbai, Maharashtra, India

**Python Developer**  
Trivia Softwares - India · Internship  
Dec 2019 - Mar 2020 · 4 mos  
Thane, Maharashtra, India

**Skills:** Data Science · Software Project Management · pandas · Problem Solving · Object-Oriented Programming (OOP) · Quality Assurance · ...

### Education

**Universal College of Engineering Mumbai**  
Bachelor of Engineering - BE, Computer Engineering  
2018 - 2021

**Bhauasaheb Vartak Polytechnic**  
Diploma of Education, Computer Technology  
2015 - 2018

### Skills

#### Reference Data

TIBCO Junior Consultant at TIBCO

#### Data Architecture


Show all 50 skills →


### Interests

Top Voices Companies Newsletters Schools




**Kunal Shah**  · 3rd  
Founder : CRED  
1,054,831 followers  
[+ Follow](#)



**Bill Gates**  · 3rd  
Co-chair, Bill & Melinda Gates Foundation  
34,882,087 followers  
[+ Follow](#)



### People also viewed



**Shubhada Lokhande** · 3rd  
Software Engineer | Consultant | Unit Tester | C++,SQL,Java | Data Analytics  
Immediate Joiner | Ex- TIBCO/CSG





### Yashpal Zala

Flutter developer

NinjaStudy (YC W22)

VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

Mumbai Metropolitan Region · [Contact info](#)

181 connections

Connect

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### Activity

179 followers

Yashpal hasn't posted yet

Recent posts Yashpal shares will be displayed here.

Show all activity →

### Experience

SDE  
NinjaStudy (YC W22) · Full-time  
May 2022 - Present · 1 yr 6 mos

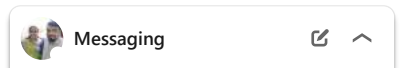
### Education

Universal College of Engineering  
Bachelor of Engineering, Computer Science  
2017 - 2021

### Interests

Companies

My Sivi (previously Speakify) (YC W22)  
745 followers  
[+ Follow](#)





Home



My Network



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Messaging



Notifications



Me



For Business



### Dikshita Pant

Systems Engineer at ATOS Global IT Solution || MSc in AI and DevOps from NMIMS University



Atos



SVKM's Narsee Monjee Institute of Management Studies (NMIMS)

Thane, Maharashtra, India · [Contact info](#)

337 connections

Connect

Message

More

### About

Experienced Associate Developer with a demonstrated history of working in the information technology and services industry. Skilled in Java, C++, Adobe Photoshop, Software Development, and Project Management. Strong engineering professional graduated from VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF...

### Activity

348 followers

Posts

Comments

Images

Dikshita Pant posted this · 9mo



I'm happy to share that I've obtained a new certification: Microsoft Certified: Azure Administrator Associate from [Microsoft!](#)

19

Dikshita Pant posted this · 9mo

The expert in anything was once a beginner.



Microsoft Certified: Azure Administrator Associate was issued by Mic...  
credly.com · 1 min read

21

Dikshita Pant posted this · 9mo



No one can whistle a symphony. It takes a whole orchestra to play it. So thanks to my teammates for nominating me.

29

1 comment

Show all posts →

### Experience



Technical Engineer  
Atos · Full-time



Messaging



Nov 2021 - Present · 2 yrs  
Pune, Maharashtra, India



**Software Engineer**

Edulab · Full-time  
May 2021 - Nov 2021 · 7 mos  
Mumbai, Maharashtra, India



**Associate Developer**

Caribbean Infocom India Pvt. Ltd. · Internship  
Sep 2020 - May 2021 · 9 mos  
New Delhi, Delhi, India

**Education**



**SVKM's Narsee Monjee Institute of Management Studies (NMIMS)**

MSc(AI), Artificial Intelligence  
Jan 2022 - Jan 2024



**Universal College of Engineering**

2018 - 2021

Show all 6 education →

**Licenses & certifications**



**Microsoft Certified: Azure Administrator Associate**

Microsoft  
Issued Jan 2023 · Expires Jan 2033

Show credential ↗

**Skills**

Adobe Photoshop

1 endorsement

Project Management

Show all 12 skills →

**Interests**

Top Voices Companies Groups Schools



**Bill Gates**

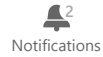
Co-chair, Bill & Melinda Gates Foundation  
34,882,101 followers

+ Follow



People also viewed





### Smit Parekh · 3rd

Technical Analyst at Zycus · Seeking exciting new opportunities



Universal College of Engineering - India

Mumbai, Maharashtra, India · [Contact info](#)

293 connections

Connect

Message

More

#### Open to work

Technical Analyst, Business Analyst and Analyst roles

[Show details](#)

### About

Technical Analyst at Zycus

### Activity

294 followers

Posts

Comments

Images

Smit Parekh posted this · 1yr



Thank you [Zycus](#) for this lovely Diwali gift.

👍👏🎉 32

[Show all posts →](#)

### Experience



Zycus

Full-time · 1 yr 10 mos

#### Technical Analyst

Feb 2023 - Present · 9 mos

Mumbai, Maharashtra, India · Remote

#### Associate Technical Analyst

Jan 2022 - Feb 2023 · 1 yr 2 mos

Mumbai

Skills: Microsoft Word

### Education



Messaging



**Universal College of Engineering - India**

Computer Science, Networks

2018 - 2021

Skills: Microsoft Word

**Sardar vallabhbhai patel polytechnic**

Diploma in computer engineering, Computer Science

2014 - 2018

Skills: Microsoft Word

Show all 3 education →

**Skills**

Microsoft PowerPoint

Project Management

Show all 12 skills →

**Interests**

Companies

Schools



**Deutsche Bank**

2,248,467 followers

+ Follow



**HCLTech**

5,481,474 followers

+ Follow

Show all companies →



**People also viewed**



**Anshika Pandey** · 3rd

Procurement Analyst

+ Connect



**Umang Dhuri** · 3rd+

Product Technical Analyst at Zycus

+ Follow



**Ashish Singh** · 3rd+

Associate Product Technical Analyst at Zycus

+ Connect





### Karan Parmar · 3rd

A quick learner with a creative mind and a curious personality. Tech Enthusiastic | Intellectual thinker | Market researcher | Risk assessment

Mumbai, Maharashtra, India · [Contact info](#)

146 followers · 135 connections

Follow

Message

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### Activity

146 followers

+ Follow

Posts

Comments

Karan Parmar commented on a post · 2w  
Congratulations!

Show all comments →

### Experience

#### Kalpsaru Diamonds

Full-time · 1 yr 7 mos  
Mumbai, Maharashtra, India · On-site

#### Business Analyst

Dec 2021 - Dec 2022 · 1 yr 1 mo

- Drafting Documentation for the Import-Export Code (IEC) Application: A total of 50 IEC applications processed monthly....

**Skills:** Corporate Finance · Business Analysis Planning & Monitoring · Strategic Planning

#### System Engineer

Jun 2021 - Nov 2021 · 6 mos

- Created average 50 computer aided 3D jewelry design every quarter.
- Attend preliminary meetings with the client to understand the project...

**Skills:** Data Analysis · Operations Management · Tableau · Microsoft Excel · Computer-Aided Design (CAD)

### Education


#### Universal College of Engineering Mumbai


Bachelor of Engineering - BE, Computer Engineering  
2017 - 2021

Grade: 7.64 cgpa



### Licenses & certifications

 **APAC Investment Banking Virtual Reality Intern Experience**  
 Citi  
 Issued Jul 2021  
 Credential ID fPeNKueAq3maCNAHS  
[Show credential](#)

 **Global Financial Markets and Instruments**  
 Rice University  
 Issued Dec 2020  
 Credential ID MXWX4FL8M76P  
[Show credential](#)

[Show all 3 licenses & certifications](#) →

### Skills

#### Corporate Finance

Business Analyst at Kalpsaru Diamonds



#### Business Analysis Planning & Monitoring



Business Analyst at Kalpsaru Diamonds

[Show all 20 skills](#) →

### Interests

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 **Suniel Shetty**   
 Entrepreneur | Actor | Investor & Mentor | Sportsman at Heart  
 683,399 followers  
[+ Follow](#)

 **Nikhil Kamath**   
 Co-Founder Zerodha | True Beacon | Gruhas  
 468,397 followers  
[+ Follow](#)

[Show all Top Voices](#) →



### People also viewed

 **Amish Prajapati**  · 3rd  
 Product Associate at Fynd  
[+ Follow](#)

 **Devang Desai** · 3rd  
 Team Lead - Elite Project Instat BB





### Abhishek Usdadiya (He/Him) · 3rd

JavaScript | C/C++ | Bootstrap | CSS | Visual Studio | IntelliJ IDEA | SQL | Python | HTML | Seeking Exciting New Opportunities



Wipro

VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

Mumbai, Maharashtra, India · [Contact info](#)

333 connections

Connect

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#### Open to work

Data Analyst, Frontend Developer, Java Analyst and Python Developer roles

[Show details](#)

### About

Graduate in Computer Engineering with a strong skill set in JavaScript, C/C++, Python, Bootstrap, CSS, and SQL. Experienced in using tools such as Visual Studio and IntelliJ IDEA. Committed to making a significant contribution to the success of a company through the application of my training and skills. Seeking a responsible...



#### Top skills

JavaScript • Python (Programming Language) • C++ • Bootstrap

### Activity

328 followers

Posts

Comments

Images

Documents

Abhishek Usdadiya posted this · 1mo

[#googlecloud](#) [#generativeai](#) [#googledevelopers](#) [#machinelearnig](#)



#### Generative AI Fundamentals

partner.cloudskillsboost.google · 1 min read

12

Abhishek Usdadiya posted this · 3mo



#### Python For Data Science

1 page

18

Abhishek Usdadiya posted this · 3mo

I am thrilled to announce that I have successfully completed the Microsoft Azure Fundamentals certification. 🎉



Messaging





Microsoft certified: Azure Fundamentals

1 page

36

Show all posts →

### Experience



Junior Software Engineer

Wipro · Full-time

Jan 2022 - Present · 1 yr 10 mos

Mumbai, Maharashtra, India

### Education

VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

Bachelor of Engineering - BE, Computer Engineering

Jul 2021

### Licenses & certifications



Python A-Z : Python For Data Science With Real Exercises

Udemy

Issued Jul 2023

Credential ID UC-ffeb1779-16f9-4650-b189-d80bc5aaebe7

Show credential ↗



AWS Certified Data Analytics Specialty 2023 - Hands On !

Udemy

Issued Mar 2023

Credential ID UC-9070d5ee-22eb-43e5-ae7e-b62c8bbd6ac2

Show credential ↗

Show all 11 licenses & certifications →

### Skills

JavaScript



Endorsed by 1 people in the last 6 months



1 endorsement

Python (Programming Language)

Show all 13 skills →

### Interests

Top Voices

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Satya Nadella

Chairman and CEO at Microsoft

10,485,886 followers

+ Follow



Aman Gupta

Co Founder and CMO at boAt Lifestyle (Hiring at all Levels)

1,936,988 followers

+ Follow





**Shubham S.** · 3rd

Software Engineer - II at MediaMint



MediaMint

Mumbai, Maharashtra, India · [Contact info](#)

500+ connections

Connect

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### About

Self-motivated, Quick-Learner and Hardworking seeking an opportunity to work in a challenging environment to prove my skills and utilize my knowledge & intelligence in the growth of the organization.

### Activity

603 followers

Shubham hasn't posted yet

Recent posts Shubham shares will be displayed here.

[Show all activity](#) →

### Experience



**Software Engineer - II**

MediaMint · Full-time

Sep 2022 - Present · 1 yr 2 mos



**Software Engineer**

WonderBiz Technologies · Full-time

Jul 2021 - Sep 2022 · 1 yr 3 mos



**Full Stack Developer**

TalentExcel : Talent Discovery Platform · Full-time

Jun 2020 - Jun 2021 · 1 yr 1 mo

Mumbai, Maharashtra, India

**Skills:** Node.js · PostgreSQL · MongoDB · Google Cloud Platform (GCP) · Digital Ocean · DevOps · React.js · Firebase

### Education

**Universal College of Engineering Mumbai**

Bachelor of Engineering - BE, Computer Engineering

2018 - 2021

**Thakur Polytechnic**

Computer Engineering


2015 - 2018




Messaging



### Licenses & certifications

 **React (Basic) Certificate**  
 HackerRank  
 Issued Sep 2021  
 Credential ID 0a476ef2249f

[Show credential ↗](#)


 **Software Engineering Virtual Experience**  
 Forage  
 Issued Oct 2020  
 Credential ID j5tmEnELXWca86L6x

[Show credential ↗](#)


[Show all 17 licenses & certifications →](#)

### Skills

#### Node.js

 Full Stack Developer at TalentExcel : Talent Discovery Platform



#### PostgreSQL

 Full Stack Developer at TalentExcel : Talent Discovery Platform

[Show all 24 skills →](#)

### Interests


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 **Satya Nadella**   
 Chairman and CEO at Microsoft  
 10,485,913 followers


[+ Follow](#)




### People also viewed

 **Hiren Satwara** · 3rd  
 Software Developer at Amdocs

[+ Connect](#)

 **Yash Rathore** · 3rd  
 Software Engineer at Syren Cloud

[+ Connect](#)

 **Shyam Rochlani** · 3rd  
 Junior Software Engineer @ Syren Cloud Inc





## Aadit Shirke

.NET Developer at India Bison

India Bison



VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

Mumbai, Maharashtra, India · [Contact info](#)

1 connection

Connect

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### Open to work

Web Designer, Web Developer and Python Developer roles

[Show details](#)

## Activity

1 followers

Aadit hasn't posted yet

Recent posts Aadit shares will be displayed here.

[Show all activity](#) →

## Experience

### .NET Developer

India Bison · Full-time

Nov 2021 - Present · 2 yrs

Mumbai, Maharashtra, India

**Skills:** C# · .NET Framework · ASP.NET MVC · Microsoft SQL Server · SQL · jQuery · Language Integrated Query (LINQ) · Entity Framework · JavaScript

## Education



### Universal College of Engineering

Bachelor of Engineering - BE, Computer Science

Jan 2015 - Jun 2021

## Skills

### C#

.NET Developer at India Bison

### .NET Framework

.NET Developer at India Bison



Messaging





**Mehul N Rathod** · 3rd  
 Computer Engineer | Full Time Stock Market Trader

 VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

Mumbai, Maharashtra, India · [Contact info](#)

143 connections

Connect [Message](#) [More](#)

### About

Looking forward to use my academic knowledge as well as understanding, in the industry and increase skills through practical approach. Also to work in co-operation with team using continuous learning...

### Activity

141 followers

**Mehul hasn't posted yet**  
 Recent posts Mehul shares will be displayed here.

[Show all activity →](#)

### Education




**Universal College of Engineering**  
 2, web development  
 2018 - 2021

### Skills

**Python (Programming Language)**

Passed LinkedIn Skill Assessment

 1 endorsement


**Project Management**




[Show all 5 skills →](#)

### Interests

[Top Voices](#) [Companies](#) [Newsletters](#) [Schools](#)



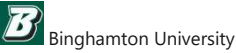
**Ankur Warikoo**   
 Founder @WebVeda, Content creator @wariCrew, Speaker, Author. Eternally Optimist.

 **Messaging**  



**Pratham Reddy** (He/Him) · 3rd  
 MS in CS at SUNY Binghamton | Actively looking for co-op/Full time Opportunities

[Office of International Student and Scholar Services](#)



Binghamton, New York, United States · [Contact info](#)  
 500+ connections

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**Open to work**  
 SDE, Analyst, Data Engineer, Software Engineer and Cloud Engineer roles  
[Show details](#)

**About**

I am a computer science graduate student at SUNY Binghamton, passionate about applying my technical skills to real-world scenarios and solving complex problems. I have a solid foundation in software development, algorithms and data structures, and programming languages, such as Python, Java, and JavaScript... [...see more](#)

**Featured**

**Document**

Cloud Services: AWS (EC2, S3, and Lambda), GCP (Compute Engine)  
 Computer Networks: TCP/IP, OSI, IPv4, DNS, DHCP, ARP, RARP, ICMP and network protocols

**PROFESSIONAL EXPERIENCE**

**Freelance IT Solutions, Full Stack Developer Intern** | Mumbai, India Sep 2020 - Nov 2020

- Collaborated with a team of 10+ developers to program product cataloging process for an e-commerce portal and overrode Flask to develop REST APIs that provide seamless integration and effective communication between systems.
- Digitized Bazaar Board by developing e-commerce web application based on PHP and WordPress, catering to more than 1000 users
- Talent Bank, Python Developer Intern | Mumbai, India Jul 2019 - Dec 2019
- Developed an in-house navigation assist technology that enhanced the navigation experience for visitors to a college campus using Python (Django, Flask), PostgreSQL, and Firebase. Streamlined user friendly cross platform application, uplifting the user experience by 10%
- Minimized the overall efforts and time to explore campus for visitors, and automating manual efforts up to 100%

**PROJECT EXPERIENCE**

**Serverless Healthcare System, Group Project, Team member** | Binghamton, NY Apr 2023

- Developed a serverless health care app using AWS Lambda and S3 that reduce patient's manual efforts upto 60% by providing live video consultation and one-time doctor appointment scheduling
- Implemented heart rate monitoring using Google Fit API, leveraged SQS to deliver instant notifications, resulting in 50% reduction in response time for critical heart rate anomalies
- Implemented Dynamo DB, effectively managing high volume of data with 99.9% uptime

**Modern Music Sentiment Analysis, Group Project, Team member** | Binghamton, NY Dec 2022

- Designed data pipeline architecture as a team of 5 using Python to collect real time data from Twitter, Reddit and Spotify APIs, implemented data collection strategies to capture information on artist names, artist details, popular songs, and playlists
- Leveraged MapReduce for storage and retrieval of data to perform sentiment analysis
- Designed interactive UI & charts using ReactJS for visualizing and summarizing insights gathered across 2+ resources
- Maintained detailed documentation of project processes and outcomes for future reference and replication

**Student Registration System, Independent Project, Java Developer** | Binghamton, NY Oct 2022

- Engineered a student registration system using Java (Spring, JSP) to allocate courses to 50+ students based on class size and preference
- Calculated satisfaction rating for each student based on the courses assigned according to their preference list

**Crisp Progression using Machine Learning, Group Project, Team member** | Mumbai, India May 2021

**Resume\_P\_R.pdf**  
 Resume

**Link**




**prathamreddy98 - GitHub**  
 GitHub  
 Link to my GitHub profile

**Activity**

674 followers

Posts [Comments](#)

Pratham Reddy posted this • 3mo

 I'm happy to share that I've obtained a new certification: Docker Training Course for the Absolute Beginner from [KodeKloud!](#)

 Messaging  



1 com

Show all posts →

### Experience

#### Front Desk Student Assistant

Office of International Student and Scholar Services · Part-time  
Apr 2022 - Present · 1 yr 7 mos  
Binghamton University, New York, United States · On-site

Facilitate the advisor in preprocessing the OPT and CPT application of international students from verifying 1000+ e-forms and validati ...see m

**Skills:** Technical Support · Microsoft Office · Teamwork

#### Full-stack Developer

Freeloc IT Solutions · Internship  
Sep 2020 - Nov 2020 · 3 mos  
Mumbai, Maharashtra, India · Hybrid

Collaborated with a team of 10+ developers to program product catalog process for an e-commerce portal and exercised Flask to develop ...see m

**Skills:** Version Control · PHP · WordPress · HTML · Cascading Style Sheets (CSS) · Teamwork



#### Python Developer

TalentExcel : Talent Discovery Platform · Internship  
Jul 2019 - Dec 2019 · 6 mos  
Mumbai, Maharashtra, India · Remote

Developed an indoor navigation assist technology using Python(3.6), Firebase and Flutter... ..see m

**Skills:** Version Control · Python (Programming Language) · Firebase · Flutt

### Education



#### Binghamton University

Master of Science - MS, Computer Science  
Jan 2022 - Dec 2023

Activities and societies: Graduate Student Organization

Design Patterns, Cloud Computing, Computer Security, Database Systems Design Analysis and Algorithms, Social media Data Science, Operating...

**Skills:** C (Programming Language) · JavaScript · Java · Computer Science



#### Universal College of Engineering

Bachelor of Engineering - BE, Computer Science  
2017 - 2021

Grade: 8.13/10

Activities and societies: National Service Scheme(NSS)

**Skills:** Java · Computer Science

### Licenses & certifications



#### Kubernetes for the Absolute Beginners - Hands-on Tutorial

KodeKloud  
Issued Sep 2023  
Credential ID 7A3F81DBDF-7A397D7AC2-7A33E3C517

Show credential ↗

**Skills:** minikube · YAML



#### Docker Training Course for the Absolute Beginner

KodeKloud  
Issued Jul 2023  
Credential ID 7A3F81DBDF-7A397D54E3-7A33E3C517



Show credential

Skills: Docker · Docker Swarm · Linux · VAMI

### Projects

#### Serverless Health Care System

Apr 2023 - Apr 2023

Associated with Binghamton University

Developed a serverless health care app using AWS lambda and NodeJS that reduced patient's manual efforts upto 60% by providing live video consultation and area-wi

Skills: Amazon Web Services (AWS) · Node.js · Agile Project Management · Flutter



GitHub - [rush181200/healthcare](#)  
Github link for the project

#### Other contributors



#### Modern Music Sentiment Analysis

Dec 2020 - Dec 2020

Associated with Binghamton University

• Designed data pipeline architecture in a team of 5 using Python3 to collect real time data from Twitter, Reddit and Spotify API's; implemented data collection...

Skills: React.js · Software Documentation · Data Analysis · Python (Programming Language)

#### Other contributors

### Skills

#### Technical Support

Front Desk Student Assistant at Office of International Student and Scholar Services

#### minikube

Kubernetes for the Absolute Beginners - Hands-on Tutorial

Show all 30 skills →

### Honors & awards

#### Winner of Smart India Hackathon 2020

Issued by AICTE · Aug 2020

Created a crop yield estimation app. The app also recommended the crops to maximize the profits of the farmer.

### Languages

#### English

Full professional proficiency

#### Gujarati

Native or bilingual proficiency

Show all 3 languages →

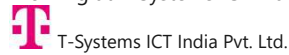
### Organizations





### Rohit Salian (He/Him)

Working at T-Systems ICT India Pvt. Ltd.



Mumbai Metropolitan Region · [Contact info](#)

42 connections

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### About

Experienced developer skilled in using PHP and CSS to build custom websites. strong analytical and creative talents and a keen eye for detail seeking a position in the web development industry, working for the company's overall success. A self-driven individual who meets deadlines and demonstrates outstanding discipline

#### Top skills

React.js • Cascading Style Sheets (CSS) • PHP • Web Development • Python (Programming Language)

### Activity

42 followers

Rohit hasn't posted yet

Recent posts Rohit shares will be displayed here.

Show all activity →

### Experience

T-Systems ICT India Pvt. Ltd.  
Full-time · 1 yr 11 mos

#### Associate Consultant

Jul 2022 - Present · 1 yr 4 mos  
Pune, Maharashtra, India · Hybrid

Skills: HTML5 · Node.js · Cypress · React.js · Web Development · Cascading Style Sheets (CSS)

#### Trainee

Dec 2021 - Present · 1 yr 11 mos  
Pune, Maharashtra, India

Web Developer  
TryCatch Technologies · Apprenticeship  
Dec 2017 - May 2018 · 6 mos

### Education

Messaging




**Our Lady Of Nazareth High School And Junior College**  
Mar 2013


**Universal College of Engineering and Technology**  
Bachelor of Engineering (B.E.), Computer Engineering

### Skills

HTML5

 Associate Consultant at T-Systems ICT India Pvt. Ltd.

Node.js

 Associate Consultant at T-Systems ICT India Pvt. Ltd.

Show all 15 skills →

### Interests

Companies Schools



**Talent Corner HR Services Pvt Ltd**  
219,954 followers

+ Follow



**Nextworld Solutions Pvt Ltd**  
5,864 followers

+ Follow

Show all companies →



### People also viewed



**Gauri Mestri** · 3rd+  
Associate Consultant at T-Systems ICT India,Pune

+ Connect

**Kamal Jangid** · 3rd+  
Audit - Risk & Compliance , Oversight Monitoring

+ Connect



**Ajay c** · 3rd+  
Mechanical Technician / looking for job

+ Connect



**Omprakash Vanand** · 3rd+  
Project Coordinator at Bureau Veritas (India) Pvt. Ltd.





### Pavan Shetty

Clinical Data Svs Analyst



Accenture in India



University of Mumbai

Thane, Maharashtra, India · [Contact info](#)

13 connections

Connect

Message

More

### Highlights



You both studied at University of Mumbai

Pavan started at University of Mumbai before you started

Message

### About

GitHub: <https://github.com/Pavan220>

### Activity

13 followers

Pavan hasn't posted yet

Recent posts Pavan shares will be displayed here.

Show all activity →

### Experience



Clinical Data Svs Analyst

Accenture in India · Full-time

Nov 2021 - Present · 2 yrs

Bengaluru, Karnataka, India

Skills: Oracle SQL Developer

### Education



University of Mumbai

Bachelor of Engineering - BE, Computer Science

Sep 2016 - Sep 2021

Grade: CGPI:7

Universal College of Engineering Mumbai

Bachelor of Engineering - BE, Computer Science

May 2016 - Jun 2021



Messaging



Skills: Python


### Skills

#### Python

Universal College of Engineering Mumbai

 SUNIYE: An Indian Sign Language Detection App

#### Oracle SQL Developer

 Clinical Data Svs Analyst at Accenture in India

Show all 8 skills →

### Publications


#### SUNIYE: An Indian Sign Language Detection App

Journal of Emerging Technologies and Innovative Research · Jun 5, 2021

Show publication 

### Interests

Companies   Newsletters   Schools


 **Tech Mahindra**  
5,148,606 followers  
[+ Follow](#)


 **Capgemini**  
6,359,036 followers  
[+ Follow](#)

Show all companies →



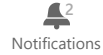
### People also viewed

 **Omkar Yadav** · 3rd+  
Student at University of Mumbai  
[+ Connect](#)

 **Vivek Pal** · 3rd  
MCA Postgraduate  
[+ Connect](#)

**Karthik Salana** · 3rd+  
[+ Connect](#)





### Yeshwant Sape · 3rd

Business Analyst at Wipro



Wipro



VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, MUMBAI

Mumbai, Maharashtra, India · [Contact info](#)

44 connections

Connect

Message

More

### Highlights



You both studied at University of Mumbai

Yeshwant started at University of Mumbai before you started

Message

### Activity

44 followers

Yeshwant hasn't posted yet

Recent posts Yeshwant shares will be displayed here.

Show all activity →

### Experience



Business Analyst

Wipro · Full-time

Oct 2021 - Present · 2 yrs 1 mo

Mumbai, Maharashtra, India

### Education



University of Mumbai

Bachelor of Engineering, Computer Science

Jan 2015 - Jul 2021



Messaging





### Harsh Satra · 3rd

Deputy Manager (Business Analyst) at Business Intelligence Unit, Axis Bank



VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

Mumbai, Maharashtra, India · [Contact info](#)

500+ connections

Connect

Message

More

### Activity

546 followers

Harsh Satra commented on a post · 1w

Congratulations

Harsh Satra commented on a post · 3w

Keep it up with all the amazing work that you are doing for you and others 🙌

Harsh Satra commented on a post · 3w

Congratulations Manan 🍀

Show all comments →

### Experience



#### Deputy Manager (Business Analyst)

Axis Bank · Full-time  
Apr 2022 - Present · 1 yr 7 mos  
Mumbai, Maharashtra, India

Skills: Analytical Skills · Data Analytics · Microsoft PowerPoint · Management

#### Faculty Member

EduWizz · Part-time  
Oct 2018 - May 2021 · 2 yrs 8 mos  
Mumbai Suburban, Maharashtra, India

Skills: Microsoft PowerPoint · Management

#### Frontend Web Developer

MNK^2 · Internship  
Feb 2019 - May 2019 · 4 mos  
Mumbai Suburban, Maharashtra, India

Skills: Management

#### Assistant Trainer

CM Techno Solutions · Internship  
Jan 2019 - Mar 2019 · 3 mos  
Mumbai Suburban, Maharashtra, India



Messaging



Skills: Microsoft PowerPoint · Management

### Education



#### Universal College of Engineering

Bachelor of Engineering - BE, Computer Engineering

Jul 2016 - Jul 2021

Skills: Analytical Skills · Data Analytics · Microsoft PowerPoint · Management

### Licenses & certifications



#### Getting Started with SAS Programming

Coursera

Issued Jun 2022

Credential ID RSG484SYXEX2

Show credential ↗

Skills: Analytical Skills · Data Analytics · Microsoft PowerPoint



#### Data Analytics Certification Program

Manipal Global Skills Academy

Issued Apr 2022

Credential ID Axis2DAB211

Show credential ↗

Skills: Analytical Skills · Data Analytics · Microsoft PowerPoint

### Volunteering

#### Core Committee Member

Jain Youth Forum

Oct 2018 - Present · 5 yrs 1 mo

Social Services

#### Vice Secretary

National Service Scheme unit of VIDYA VIKAS EDUCATION TRUST

UNIVERSAL COLLEGE OF ENGINEERING

Jun 2019 - Jul 2021 · 2 yrs 2 mos

Social Services

Show all 4 volunteer experiences →

### Skills

#### Analytical Skills

Deputy Manager (Business Analyst) at Axis Bank

VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

Getting Started with SAS Programming

Show all 5 details →

#### Data Analytics

Deputy Manager (Business Analyst) at Axis Bank

VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

Getting Started with SAS Programming

Show all 5 details →

Show all 22 skills →





**Raj Shah**  
Cloud Analyst at KPMG India

 Universal College of Engineering

Thane, Maharashtra, India · [Contact info](#)

20 connections

Connect [Message](#) [More](#)

**Open to work**  
Cloud Engineer, Full Stack Engineer, Python Developer...  
[Show details](#)

**Providing services**  
Project Management, IT Consulting...  
[Show details](#)

**About**

Cloud Engineer, with 2+ years of experience, working across multiple sectors like Cloud Security, IT Consulting, e-commerce, Finance, and Logistics. Subsequently, all stages of SDLC are involved, from designing to architecting, developing, and deploying. My areas of expertise include:...

**Featured**

**Document**

VNETs, VPNs achieved improved visibility, management & ease of usage. Implemented for 95% security posture using Secure by Design principles.

- Articulated Cloud Agnostic on-premise Cloud Security Posture Management tool to audit 11+ services on security benchmarks like CIS, SOC, and NIST with custom features like automated event and PowerBI report generation further time-saving 24 hours of manual efforts each month.
- Introduced DevSecOps CI/CD pipeline to enhance developer productivity by 30% and server consolidation by 20% with the log-free release over Docker containers. For improving code quality, performed multiple checks through SAST/DAST and alerted the development team for transitive dependencies.

**Technical Project Manager**  
**FREELOC IT SOLUTIONS**

- Developed client-side and server-side architecture for cross-platform factory queuing applications opening to more than 5000 users. Worked on setup of 4+ cron and custom API creation for low-price fetching for multiple stock indices.
- Trained 10+ interns for Full Stack development and GitHub basics, Agile Methodology, Linux, and Microservices development.
- Programmed product cataloging process for an e-commerce portal. Developed REST APIs using Flask, SQLAlchemy data

**COURSES**

- A2 Python by Google, Coursera
- Python & ML for Financial Analysis, Udemy
- Managing Big Data with MySQL, Coursera

**PERSONAL PROJECTS**

- Stock market Analysis Dashboard
- The dashboard consists of 100+ India stock's technical and fundamental indicators like share ratio, correlation with other sectors, alpha, and beta ratio. Adding to it is the stock price chart based on date performance. Investigating on the market learning concepts, and charts visualization using Pandas.
- JobSetra - Finaliste Smart India Hackathon, 2020-21
- Designed an OCR-based solution for Govt. of Uttarakhand to fill job applications directly into a portal from PDF and Clear files. The solution included matching job seekers to jobs using recommendation algorithms built in Python, and managing the entire job seeker lifecycle from landing for relevant opportunities to filling and submitting the selected resumes.

**Raj-Shah.pdf**

Attached is my updated Looking for Cloud Engineer roles with 2+ years of Python Developer and Terraform, ServiceNow, AWS, Azure, GCP, and Linux

**Activity**

20 followers

Raj Shah posted this • 7mo

Check out my service page to see examples of my work and to learn more about my services...







**Raj Shah's Services**

Providing: Project Management, IT Consulting and Backup & Recovery Systems services

[Show all posts](#) →

**Experience**

 **Cloud Security Analyst**  
KPMG India · Full-time

 **Messaging**  

Nov 2021 - Mar 2023 · 1 yr 5 mos  
 Bangalore Urban, Karnataka, India · Remote

- Programmed in-house Automated Orchestration tool using Terraform, ServiceNow & Flask for provisioning and change configuration of various

**Skills:** Python (Programming Language) · Flask · Secure SDLC · Linux Serve  
 Azure DevOps · MySQL · Microsoft Azure · Amazon Web Services (AWS) ·

### Full Stack Python Developer & Project Manager

Freeloc IT Solutions · Self-employed  
 Aug 2020 - Sep 2021 · 1 yr 2 mos  
 Mumbai, Maharashtra, India · Remote

Coordinated the development teams for ensuring bug-free releases to production for more than 13 projects and also managed client relationships

**Skills:** Business Planning · Consulting · Software Testing · Start-ups Management · Software Development Life Cycle (SDLC) · Test Automation

### Testing Specialist

GRT SHIPMANAGEMENT PRIVATE LIMITED · Internship  
 Jan 2020 - Mar 2020 · 3 mos  
 Mumbai, Maharashtra, India · On-site

Developed Selenium Scripts and Rest APIs for automation Testing for previous version of company's Software....

**Skills:** Selenium · Technical Documentation · Automated Software Testing Scrum · Python (Programming Language) · MySQL · Software Development

## Education



**Universal College of Engineering**  
 Bachelor of Engineering - BE, Computer Engineering  
 Aug 2017 - May 2021  
 Grade: 7.67 CGPA

Activities and societies: As CSI Technical Head, lead team and developed Technical rounds and Quiz for Intercollege Fest, and Re-designed CSI...

**Skills:** Volunteering · Software Development · Team Management · Cross-functional Team Leadership · Web Application Development

## Licenses & certifications



**Amazon Web Services Cloud Practitioner**  
 Amazon Web Services (AWS)  
 Issued Dec 2022 · Expires Dec 2025  
 Credential ID ef0343e1-4376-4d96-ba3a-dda07c65c740

[Show credential ↗](#)

**Skills:** AWS Identity and Access Management (AWS IAM) · AWS Lambda · AWS EC2 · Amazon Web Services (AWS)



**Prisma Cloud Associate**  
 Palo Alto Networks  
 Issued May 2022 · Expires May 2024  
 Credential ID ae18198d-d767-40a3-9ac0-7132c46b43c5

[Show credential ↗](#)

**Skills:** Palo Alto Networks Prisma

[Show all 5 licenses & certifications →](#)

## Volunteering





**Assistant**

National Service Scheme

May 2018 - May 2019 · 1 yr 1 mo

Social Services

Organized Blood Donation camp, Beach Cleanup Drives, Aadhar Card related survey & tried to ease the process for getting Aadhar card quicker

**Skills**

**Financial Analysis**

Python & Machine Learning for Financial Analysis

**Dashboard Building**

Python & Machine Learning for Financial Analysis

Show all 45 skills →

**Publications**

**Fake News prediction using TF-IDF Vectorizer**

IJRAR · May 21, 2021

Show publication

Technology has improved a lot in the field of Mass media, and the market trends and advancements in techniques are growing rapidly nowadays. But this information is

**Interests**

**Companies**   Newsletters   Schools



**IBM**

16,596,230 followers

+ Follow



**Accenture**

11,147,243 followers

+ Follow

Show all companies →



**People also viewed**



**manish pal** · 3rd+

Windows/VMware Administrator at Tata Consultancy Services

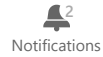
Connect



**ganesh K.** · 3rd+

Lead II - Cloud Infrastructure Service (CITRIX)





### Zil Shah · 3rd

MBA (PGPM) Student, IBS Business School, Mumbai || Placement cell committee member ||



Dahanu, Maharashtra, India · [Contact info](#)

500+ connections

Connect [Message](#) [More](#)

### About

Software developer who is inspired to work on cutting-edge and meaningful technology solutions

### Activity

594 followers

Zil Shah commented on a post · 2mo

Congratulations

Zil Shah commented on a post · 4mo

Congratulations Vatsal Patel

Zil Shah commented on a post · 4mo

Congratulations Dale Vailankanni Alphonso

[Show all comments](#) →

### Experience



#### System Integrations & CRM technology head

Durian · Full-time  
Dec 2022 - May 2023 · 6 mos  
Mumbai, Maharashtra, India · On-site

**Skills:** Technology Integration · Data Integration · Integration Testing · System Integration Testing · Integration · JavaScript · AngularJS · ...see more



#### Customer Relationship Management Consultant

Waaree Group · Full-time  
Jun 2022 - Nov 2022 · 6 mos  
Mumbai, Maharashtra, India · On-site

Worked on zoho applications especially CRM and worked on Integration and backend technology

**Skills:** Analytical Skills · Integration · Cloud Computing · MySQL · Deluge · Zoho CRM · Zoho Desk · Zoho Creator Low-Code Platform · Zoho CRM · P...



#### Enterprise Resources Planning Specialist

ERP Logic

Messaging

Dec 2021 - May 2022 · 6 mos  
India · Remote  
**Skills:** ERP Implementations · Oracle Database · Databases · IT Strategy

**SAP Trainee**

Safetech Business Solutions · Internship  
Aug 2021 - Nov 2021 · 4 mos  
Boisar

**Skills:** MySQL · SoapUI · SAP BusinessObjects · SAP Materials Management (SAP MM) · SAP Implementation · SAP Business One · SAP ERP



**Customer Service Representative**

The Entrepreneurship Network · Internship  
Jun 2021 - Jul 2021 · 2 mos

**Skills:** PHP · SQL

**Education**



**IBS Mumbai**

Master of Business Administration - MBA, Operations and IT  
Jun 2023 - Apr 2025

**Skills:** Business Analysis · Program Management · Project Management · Integration · E-Commerce



**Universal College of Engineering**

Bachelor's degree, Computer Engineering  
Aug 2018 - Jul 2021

Activities and societies: volleyball and basketball first position inter colleg and intra college event

**Skills:** PHP · Java

Show all 3 education →

**Skills**

GEP NEXXE

**ERP Implementations**

Enterprise Resources Planning Specialist at ERP Logic

Show all 44 skills →

**Interests**

Top Voices Companies Groups Newsletters Schools



**N. Chandrasekaran**

Chairman, Tata Sons, Author of Bridgital Nation: Solving Technology's People Problem  
694,225 followers

+ Follow



**Satya Nadella**

Chairman and CEO at Microsoft  
10,485,987 followers

+ Follow

Show all Top Voices →





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206841664/Mumbai**  
**Date: 09/01/2021**

Ms. Aishwarya Tawade  
Universal College of Engineering.  
Tel# 91-9271996160

Dear Aishwarya,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **`3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20206841664**

1

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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

2096



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

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

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

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be `5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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

**April 13, 2022**

To:

**Dimple Jaya Jadhav**

Sub: Letter of Offer for Employment

**Dear Dimple,**

We are pleased to offer you the position of **Associate** at NEC Software Solutions (India) Private Limited. Our Parent Organization, NEC Corporation, is a 25 billion Company with offices spread across the globe.

We would like you to join not later than **April 26, 2022** unless the date is extended to a mutually agreed date and communicated to you in writing.

Your Annual Total Employment Cost to the Company will be Rs.4,00,000/- (Rupees Four lakh only). A formal Appointment letter detailing the compensation and other terms & conditions will be issued on joining.

You will be under training for 6 – 8 weeks. After your training you will be assigned to a project wherein based on the project's requirements your role will be decided and communicated to you. Your performance will be reviewed after six months from training.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment and will attract financial implication.

Your employment as per this offer is subject to you being medically fit. In this regard a medical declaration form is attached, which needs to be filled and certified by a medical practitioner. This needs to be submitted while joining NEC Software Solutions (India) Private Limited.

Please sign and return the duplicate copy of this letter as your acceptance to NEC Software Solutions (India) Private Limited.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders.

Thanking You,  
Yours sincerely,



**Shradha Sule**  
**Head -Talent Acquisition**

ACCEPTANCE OF OFFER FOR EMPLOYMENT  
I accept this offer and will join

On : \_\_\_\_\_

Signed : \_\_\_\_\_

<b>Band 1</b>				
	<b>Name</b>	<b>Dimple Jaya Jadhav</b>		
	<b>Designation</b>	<b>Associate</b>		
	<b>Salary Components</b>	<b>Characteristic</b>	<b>Annual Amount</b>	<b>Monthly Amount</b>
1	Stipend	Fully taxable	368,950	30,746
2	Statutory Bonus		21,000	1,750
	<b>Total Salary Components/compensation</b>	<b>(A)</b>	<b>389,950</b>	<b>32,496</b>
3	<b>Other Benefits</b>			
3.1	Hospitalization ( Self )	This amount will be directly paid to the insurance company	5,760	
3.2	Accident Insurance		1,250	
3.3	Term Life Insurance		3,040	
	<b>Total Benefits</b>	<b>(B)</b>	10,050	
4	<b>Final CTC</b>	<b>(A+B)</b>	<b>400,000</b>	

**This payment is made to you as dictated by the Indian Act Authorities and is subject to change if the Indian Tax law changes**



**Shradha Sule**  
**Head - Talent Acquisition**

**Accepted:**  
**Date:**

Dear Tejas,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

### **Joining**

Your scheduled date of employment with us will be **13-Sep-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.





13-Jul-2021

Tarachand Raju Gupta

B-206, Riddhi Siddhi building  
B, near phatak road ,  
bhayander East, Thane 401105,  
Maharashtra.

Dear Tarachand

We would like to make you an offer of employment as Full Stack Engineer at KKNT First Main Private Limited with the following specific terms:

Salary: INR 4,50,000 on an annual gross basis

Start Date: 16-Jul-21

Your Employment Agreement is attached to this offer letter, and sets out the details of this offer and the general terms of your employment. Please indicate your acceptance of the offer and the terms of the Employment Agreement by signing and returning the Employment Agreement to us no later than 14-Jul-21.

We are excited to have you join the team!

Regards,

DocuSigned by:

Kiran Padman Nambiar

Director



- (a) you will not incorporate, or permit to be incorporated, Prior Inventions in any 1st Main Inventions without 1st Main's prior written consent. If you incorporate a Prior Invention into a 1st Main Invention, process, or work, you grant 1st Main a non-exclusive, perpetual, fully-paid, royalty-free, irrevocable, worldwide, transferable, sub-licensable license to reproduce, make derivative works of, distribute, publicly perform, publicly display, use, sell, or offer to sell, in any form or medium, such Prior Invention.
- (b) will not incorporate into any 1st Main software or code, otherwise deliver to 1st Main, any software code licensed under the GNU, GPL, LGPL, or any other license that, by its terms, requires the use or distribution of such code when disclosing, licensing, or distributing of any source code owned or licensed by 1st Main.

**5. Assignment of Company Inventions.**

- 5.1 Subject to the applicable laws, you hereby assign and agree to assign in the future (when any such Inventions or Proprietary Rights are first reduced to practice or first fixed in a tangible medium, as applicable) to 1st Main, or a third party as directed by 1st Main, all your rights, title to, and interest in and to any and all Inventions made, conceived, reduced to practice, or learned by you, either alone or with others, during your employment by 1st Main.
- 5.2 You will assist 1st Main in every proper way to obtain and enforce Proprietary Rights relating to 1st Main's Inventions in all countries. If 1st Main is unable to secure your signature on any document needed in connection with such obligation, then you hereby irrevocably designate and appoint 1st Main and its duly authorized officers and agents as your agent and attorney in fact, which appointment is coupled with an interest, to act on your behalf to execute and file any such documents and to do all other lawfully permitted acts to further such purposes with the same legal force and effect as if executed by you.
- 5.3 You shall to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that is required by 1st Main) of all Inventions made by you during the period of your employment by 1st Main, which records shall be available to, and remain the sole property of, 1st Main at all times.

**In witness whereof, the parties have executed this Annexure 1 of the Employment Agreement:**

**Kiran Padman Nambiar,  
For KKNT First Main Private Limited**

**Tarachand Raju Gupta**

DocuSigned by:  
  
 BF597C4539064FF...  
**Signature**

DocuSigned by:  
  
 9D0372EDAD06445...  
**Signature**

Director  
 \_\_\_\_\_  
**Title**  
 13-Jul-2021  
 \_\_\_\_\_  
**Date**

Full Stack Engineer  
 \_\_\_\_\_  
**Title**  
 13-Jul-2021  
 \_\_\_\_\_  
**Date**



09.7.2021

**Aditya Singh**

## LETTER OF APPOINTMENT

Dear Aditya Singh ,

**Increminds Private Limited** (the “**Company**”) is pleased to confirm your appointment as

1. **Software Developer (as Full-time Employment)**, with effect from **12th July, 2021**

subject to your acceptance of the terms and conditions stated in this letter, this offer stands valid provided the candidate reports on or before the expected date of Joining.

### Employment Agreement

This **Employment Agreement** (“**Agreement**”) is executed on , **12nd July, 2021**

#### BETWEEN

Increminds Private Limited, a [company] incorporated under the [Companies Act, 2013] having its registered office at #565, 17th Cross, Indiranagar 2nd Stage, Bangalore 560038 (hereinafter referred to as the “**Company**”, which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors and permitted assigns) of the **FIRST PART**;

#### AND

**Aditya Singh**, son of **Brahmadev Singh** (hereinafter referred to as “**Employee**” which expression shall unless it be repugnant or contrary to the context thereof, mean and include his/her heirs, legal representatives, successors and permitted assigns) of the **SECOND PART**;

The Company and the Employee shall thereafter be individually referred to as “**Party**” and collectively referred to as “**Parties**”.

#### WHEREAS :

- A. The Company is engaged in the business of Software/Product Development for the Automotive Industry (“**Business**”).
- B. The Company recognizes that the Employee has the requisite skill set to be employed as a Business Development Specialist

**Increminds Private Limited**

565, 17th Cross, Indiranagar Stage -2 Bangalore 560038 • [www.garageplug.com](http://www.garageplug.com)

- 13.4 No amendment or waiver of any of the provisions of this Agreement shall be effective unless made in writing and signed by both Parties.
- 16.5 This Agreement along with the Confidentiality and Intellectual Property Assignment Agreement constitutes the entire agreement between the Parties with respect to the subject matter of this Agreement. This Agreement supersedes all prior discussions and agreements (whether oral or written, including all correspondence) if any, between the Parties with respect to the subject matter of this Agreement.
- 16.6 You shall maintain and keep in your safe custody such as Company Laptop, phone, and other assets that may be issued to you or may come in your possession and shall return the same as is condition.

**Annexure**  
**Remuneration of Employee**

**Rs 3,60,000 fixed per annum. Monthly gross salary Rs 30,000**

Please confirm your acceptance to the Terms and Conditions of Employment including your appointment as stated in this Letter of Appointment by duly signing, in presence of a witness, and returning one original copy of this letter to the Company.

We warmly welcome you to Increminds Private Limited and sincerely trust that we will have a long and mutually beneficial association.

Sincerely,

For **Increminds Private Limited**



Shubhra Srivastava

[Co Founder/ CEO]



### Acknowledgement & Acceptance

I have read and understood the above Terms and Conditions of Employment and the implication thereof. I hereby accept the aforesaid Terms and Conditions of Employment and agree to abide by the same with effect from the effective date mentioned above.

ACCEPTED by the Employee:

Signature: \_\_\_\_\_

Name: **Aditya Singh**

Date: **09.07.2021**

August 25, 2022.

Ms. Ankita Metrani,

Emp. ID: 10333.

**Subject : Appointment Letter**

*Dear Ms. Ankita Metrani,*

We are pleased to appoint you at a role with **Prosares Solutions Pvt. Ltd.** as a **Junior Software Developer** from **August 25, 2022**. You would be on probation from **August 25, 2022** till **February 24, 2023**.

The annual cost to the company shall be **Rs.2,54,400.00/-**.

Please acknowledge one copy of this letter as an indication of your acceptance of the terms of the contract.

Warm Regards

I accept the above terms of contract



FOR Rakesh Vajpai  
Director  
Prosares Solutions Pvt. Ltd.

**Ms. Ankita Metrani**

Oct 31, 2021

To,

**Neha Dubey**

R no 2 Dubey Compound Santhosh Bhavan Nallasopara (East) -401209

**Dear Neha,**

**Welcome to CitiusTech!**

It gives me tremendous pleasure to extend our offer of employment to have you join CitiusTech Healthcare Technology Private Limited (formerly Citius IT Solutions Private Limited) ("CitiusTech") as a **Trainee - Software Engineer - Training from 15-Nov-2021**. I am confident that you will have a fulfilling and rewarding career at CitiusTech.

At CitiusTech, you will be a part of our IT solutions group. This group consists of individuals of the highest caliber / experience / qualification. Members of this group are drawn from the best of educational institutions from India and abroad and leading Indian and global IT services companies. As part of this group, you will continue to have the opportunities to work on cutting edge software technologies, while also developing a broad knowledge of healthcare workflows. In addition, CitiusTech will also present opportunities for personal development through our multi-faceted training programs, interest groups, leadership development programs, and end-client engagement.

As we have discussed, your compensation will be **Rs.5.00 lakhs** per annum - **Rs. 5.00 lakhs** as fixed (payable monthly). The fixed amount includes **Rs.0.35 lakhs** per annum of retention pay, payable monthly. (Retention is part of salary structure for the first two years of employment).

In addition to the above, if the employee resigns from and/or leaves the services of CitiusTech for any reason before the completion of thirty months from the date of Joining, then the employee shall pay CitiusTech a sum of **Rs.1.50 lakhs** in consideration of the training that has been provided by CitiusTech and the remuneration drawn by the employee during the training period. The document for the same will be executed at the time of joining.

Along with the above, we will execute an appointment letter as well as a standard non-disclosure agreement. Copies of these are available for your perusal. Once again, we welcome you to CitiusTech and to the dynamic world of healthcare software and technology. Kindly note that this offer is contingent upon successful completion of a background check, including a check of your employment references.

With best wishes,

**For CitiusTech Healthcare Technology Private Limited  
(formerly Citius IT Solutions Private Limited)  
Authorized Signatory**

**Accepted & Confirmed**

**Date: Oct 31, 2021**

**CitiusTech Healthcare Technology Private Limited**

## Salary Structure

**Name of Employee: Neha Dubey**  
**Effective Date: Nov 15, 2021**

### A STRUCTURE

Details	Rs per month	Rs per annum
Basic	22000	264000
Company contribution to Provident Fund	2640	31680
Flexi Basket	14110	169320
Retention Pay	2917	35000
<b>Total Fixed Pay</b>	<b>41667</b>	<b>500000</b>
<b>Total cost to Company</b>	<b>41667</b>	<b>5,00,000</b>

### B NOTES

1. Retention pay is part of salary structure for the first two years of employment
2. Flexi basket will be made available on the ESS portal post joining of employee
3. Flexi basket components - Conveyance, Medical Allowance, LTA, Food coupons, NPS
4. Balance amount (out of flexi declaration) will be considered as "HRA"

### C TAKE HOME PAY

Components	Rs per month	Rs per annum
Basic	22000	264000
Company Contribution to Provident Fund	2640	31680
Flexi Basket	14110	169320
Retention Pay	2917	35000
<b>Gross Earnings ( Fixed Pay)</b>	<b>41667</b>	<b>500000</b>
<b>Gross Earnings</b>	<b>41667</b>	<b>5,00,000</b>

### Less : Deductions

Professional tax	200	2400
Provident fund- Employees Contribution	2640	31680
Provident fund- Employers Contribution	2640	31680
<b>Total Deductions before TDS</b>	<b>5480</b>	<b>65760</b>

<b>Net earnings before TDS</b>	<b>36187</b>	<b>434240</b>
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**CitiusTech Healthcare Technology Private Limited**  
**(formerly Citius IT Solutions Private Limited)**

Regd. Office : Ground floor, B Block, Teritex Building, Saki Vihar Road, Andheri (E) Mumbai 400 072, MH, India.  
 SEZ Unit : Mindspace, Serene Properties SEZ, Thane – Belapur Road, Airoli, Navi Mumbai – 400 708, MH, India  
 CIN: U72100MH2005PTC153862

## **OFFER OF EMPLOYMENT**

**Jun 10, 2021**

**To,**

**Kandu Vighnesh**

**Position offered: Project Trainee**

**Hi Vighnesh**

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

### **So what's in it for you?**

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

### Compensation Details

Your annual CTC will be ₹3,00,000/- (Three Lakh Only) P.A.TDS will be deducted as applicable.

The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	138000	11500
HRA	55200	4600
Transport Allowance	27600	2300
Special Allowance	6000	500
Medical Allowance	27600	2300
Gross	254400	21200
Bonus	24000	0
Company contribution to PF	21600	1800
CTC	3,00,000	23000

\*Bonus will be paid proportionately during **2022** Diwali.


Your employment will be effective from **Jun 14, 2021**.

You will be on probation till **Dec 13, 2021** and based on your performance and the company's requirement & on completion of your graduation degree you will be converted to a permanent employee. However this offer is contingent upon completion of a successful reference & background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.

Sincerely,

X 

Rupali Veerkar  
VP - HR

## **OFFER OF EMPLOYMENT**

**Jun 10, 2021**

**To,**

**Raut Soham**

**Position offered: Project Trainee**

Hi

**Soham**

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

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### Compensation Details

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Company contribution to PF	21600	1800
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We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.

Sincerely,

X 

Rupali Veerkar  
VP - HR

## **OFFER OF EMPLOYMENT**

**Jun 10, 2021**

**To,**

**Timapur Soniya**

**Position offered: Project Trainee**

Hi

**Soniya**

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

### **So what's in it for you?**

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

### Compensation Details

Your annual CTC will be ₹3,00,000/- (Three Lakh Only) P.A.TDS will be deducted as applicable.

The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	138000	11500
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We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.

Sincerely,

X 

Rupali Veerkar  
VP - HR



19-Nov-2021

Dear **Urmi Satish Dabholkar**,  
B.E., Information Technology  
Lords Universal College, Mumbai

**Candidate ID – 18963587**

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 Analyst 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 **401,988/-**. This includes an annual target incentive of INR **22,500/-** 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. **450,500/-**. This includes an annual target incentive of INR **22,500/-** 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. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including 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



- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

## 16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

## 17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

## 18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

## 19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

**Cognizant Technology Solutions India Private Limited    Urmi Satish Dabholkar**

Sign: \_\_\_\_\_  
Name:

Sign: \_\_\_\_\_  
Name:

1 Employee id - 2106731

Cognizant



19-Nov-2021

Dear Jay Dilip Patil,  
B.E., Information Technology  
Lords Universal College, Mumbai

Candidate ID – 18352594

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 Analyst 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 **401,988/-**. This includes an annual target incentive of INR **22,500/-** 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. **450,500/-**. This includes an annual target incentive of INR **22,500/-** 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. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including 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.

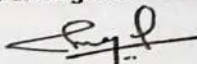
### 3.3 GenC Training Post joining:

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: 28/12/2021

## Compensation and Benefits

**Name:** Jay Dilip Patil

**Designation:** Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

### Leave & Vacation:

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

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

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

**OFFER LETTER**

**Date: 07/09/2023**

**Dear Vaibhav Rakesh Patel,**

This is with reference to your application and the subsequent interviews we had with you. We are pleased to offer you the position of **Customer Service Executive**.

You have indicated that you are in a position to join at least by **06/09/2023** failing which this offer stands withdrawn.

We also would like to invite you to make a final visit to our facility in Mumbai. Your Salary, Perquisites, Incentives & other benefits will be discussed with you at our office. Your Annual Cost to Company totals to **Rs. 2,58,000/-** (Two Lakh Fifty-Eight Thousand Only), which includes all your perks and benefits including your attendance incentive of Rs. 12,000/- per annum in it.

As discussed & **ACCEPTED BY YOU** that you will report to work daily, since its process requirements and failing to abide to this condition will result in termination from your services since its non-negotiable for this sensitive process. (Kindly **ONLY** accept this offer, if you fully agree to this part of job offer completely.)

A formal appointment letter will be then issued to you in due course. In the meanwhile, this may be treated as a confirmation of our discussion.

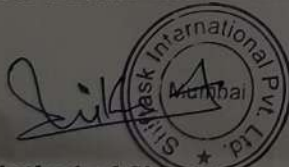
At the time of joining, you are requested to bring along with you original and certified copies of the following certificates and testimonials for our records:

- a. Proof of Age & Address.
- b. Certificates of qualifications.
- c. Experience Certificate: A release certificate from the last employer.
- d. Last 3 months pay slips.

Kindly sign a copy of this letter as confirmation of having understood and accepted the same. We welcome you to Shiftask International and look forward to working closely with you.

Thanking you,  
Yours faithfully,

**For Shiftask International**



**Authorized Signatory**  
**Ms. Tabassum Shaikh -**  
**Human Resource Executive**

**I agree and accept the above offer and the original of this letter is in my possession.**

Signature V Patel

Date 7/09/2023

**SHIFTASK INTERNATIONAL PRIVATE LIMITED**

Interface #16/B-302, 3rd Floor, Mind Space,  
Behind Infinity Mall, Malad West, Mumbai - 400 064, India.

info@shiftask.com

www.shiftask.com

Ref. No. – PIXA/OFFER/21-22/18

Date: 09-02-2022

To,

Nisarg Rajpura

Dear Nisarg Rajpura,

**Sub: Offer Letter**

We are pleased to make you an offer of appointment as **Associate Dev Level - 1** in our organization at our Mumbai Office.

- The details of your remuneration and benefits are given in Annexure - I.
- **Commencement/Term:**
  - a) You shall be required to join the organization on or before **14-02-2022**.
  - b) You will be on probation for a period of 6 months.
  - c) On satisfactory completion of your probation period, you will be confirmed in the services of the organization in writing.
- **Office Hours/Working Days:**

Normal office hours are from 12:00 P.M. to 9:00 P.M. from Monday to Friday.
- **Additional Benefits and Leaves:**

You are eligible to participate in any employee benefit plans which organization offers to its employees from time to time. Management of the organization reserves the right to amend this with or without any prior notices.
- **Work Environment:**

The organization maintains a smoke- free, drug free workplace policy and supports equal employment opportunities for all of its employees.
- **Non – Conflict:**

By accepting this offer, you represent that you are subject to no agreement which might restrict your conduct at the organization and that you understand if you become aware at any time during your employment with the organization that you are subject to any agreement which might restrict your conduct at the organization will be subject to immediate termination.

- **Transfer:**  
The organization reserves the rights to assign you work in such capacities and places in India and Abroad as may be decided by the organization from time to time.
  
- **Your appointment is subject to following:**
  - a) Your written confirmation acceptance of the Offer Letter.
  - b) The verification of your testimonials.
  - c) Receiving of satisfactory reports from your references and background checks.
  
- You are required to submit following documents with the Confirmation of Offer Letter for background checks.
  - a) Original scanned copies of educational certificates, certificate of completion of degree and marksheets (Xth/XIIth/Graduation/Postgraduation);
  - b) Work Experience Document: relieving letter and experience certificate from previous employer;
  - c) Salary slip from previous employer;
  - d) Three passport size Photograph;
  - e) Original scanned copy of your PAN Card and Aadhar Card;
  - f) Original scanned copy of your Passport.

**Appointment Letter:**

Appointment letter will be issued to you on the date of joining our organization.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you.

Your sincerely  
For Pixacore India LLP

Partner/Authorized Signatory

I have read all the terms & conditions of the offer letter and would like to confirm my acceptance. I will join the organization on or before 14-02-2022.

Signature of Applicant  
(Nisarg Rajpura)

**Annexure – I****Remuneration Details:****Name of Employee:** Nisarg Rajpura**Designation:** Associate Dev Level - 1**Department:** Development

<b>Particulars</b>	<b>Monthly</b>	<b>Annual</b>
Basic salary	13100	157200
Conveyance Allowance	-	-
HRA	655	7854
Medical Allowance	-	-
Other Allowances	-	-
<b>Gross Salary</b>	<b>13755</b>	<b>165054</b>
Provident Fund – Employer share @ 13% or Max. 1950 whichever, is lower	1703	20436
ESIC – Employer Share @ 3.25%	448	5376
<b>Total CTC</b>	<b>15906</b>	<b>190866</b>
Performance Bonus	-	-
<b>Total including PLB</b>	<b>15906</b>	<b>190866</b>

**Notes:**

- 1) This Offer shall stand valid till 3 days from the issuance of this Offer.
- 2) Please note that previous year earned performance bonus will be payable after the 3 months from the completion of one year of joining year and subsequent years to joining.
- 3) Payment of any performance linked bonus pay or any discretionary bonus / Ex-gratia is not obligatory and shall be paid solely and exclusively at the option, choice and discretion of the organization on the event of satisfactory performance of employee and the organization as well. Such discretionary payments towards performance pay / Bonus/ Ex Gratia shall be paid only if you are employed as a permanent employee on the employment rolls of the organization on the date such performance pay / Bonus/ Ex Gratia shall be payable. Such payments shall also not be payable nor shall the organization be liable for any such payment in the event you have resigned and are serving the notice period post resignation in the organization.

I have checked salary structure mentioned herewith and would like to confirm my acceptance.

Signature of Applicant  
(Nisarg Rajpura)

## **OFFER OF EMPLOYMENT**

**Jun 10, 2021**

**To,**

**Gupta Ashish**

**Position offered: Project Trainee**

Hi **Ashish**,

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

### **So what's in it for you?**

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

### Compensation Details

Your annual CTC will be ₹3,00,000/- (Three Lakh Only) P.A.TDS will be deducted as applicable.

The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	138000	11500
HRA	55200	4600
Transport Allowance	27600	2300
Special Allowance	6000	500
Medical Allowance	27600	2300
Gross	254400	21200
Bonus	24000	0
Company contribution to PF	21600	1800
CTC	3,00,000	23000

\*Bonus will be paid proportionately during **2022** Diwali.


Your employment will be effective from **Jun 14, 2021**.

You will be on probation till **Dec 13, 2021** and based on your performance and the company's requirement & on completion of your graduation degree you will be converted to a permanent employee. However this offer is contingent upon completion of a successful reference & background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.

Sincerely,

X 

Rupali Veerkar  
VP - HR



Home



My Network



Jobs



Messaging



Notifications

Me



For Business

Try Premium free



### Vibhor Agrawal · 3rd

Assistant System Engineer at Tata Consultancy Services

- Tata Consultancy Services
- VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE  
Thane, Maharashtra, India · [Contact info](#)

500+ connections

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### Activity

2,215 followers

Posts

Comments

Images

Vibhor Agrawal posted this · 9mo



Dear Connections,

I am happy to share that I've received 'On The Spot Award' ...show more



36

2 comments

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### Experience



#### Assistant System Engineer

Tata Consultancy Services · Full-time

Nov 2021 - Present · 2 yrs

Mumbai, Maharashtra, India

Skills: StreamSets · IDQ · Oracle SQL Developer · Oracle Application Express · Informatica PowerCenter · Putty · SQL

### Education



#### Universal College of Engineering

Bachelor of Engineering - BE, Information Technology

2017 - 2021

### Licenses & certifications



#### The Complete SQL Bootcamp

Udemy


Issued Jan 2023

Credential ID UC-3cc533c5-3e21-4e63-9417-510ec9c44172


Show credential 

### Skills

#### StreamSets

 Assistant System Engineer at Tata Consultancy Services

#### IDQ


 Assistant System Engineer at Tata Consultancy Services

Show all 12 skills →

### Interests

Top Voices Companies Schools



**Harish Bhat**  · 3rd  
Brand Custodian, Tata Sons. Passionate marketer, author and columnist.  
LinkedIn Top Voice.  
145,303 followers

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allan, stay informed on industry news and trends



allan, get the latest on ETS India News,  
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**PARVATHY SREENIVASAN** · 3rd+  
System Engineer at Tata Consultancy Services

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**CHINMOY GHOSH** · 3rd  
System Engineer @ Tata Consultancy Services

Connect



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206841775/Mumbai**  
**Date: 09/01/2021**

**Ms. Aparna Sudhir**  
Universal College of Engineering.

Dear Aparna,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **`3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/DT20206841664**

1



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

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

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

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be `5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of `1,700/-. 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.

### **Quarterly Variable Allowance**

Your variable allowance will be `600/- 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.

Quarterly Variable Allowance 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 Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

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

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits

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**TCSL/DT20206841664**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

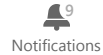
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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

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

**3**

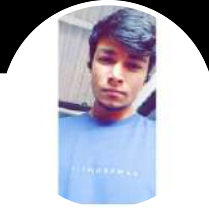
**2132**



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### Meet (viram) Bhanushali (He/Him) · 2nd

Automation Developer @ Amazon | RPA - Automation in Python | Web scrape | Data processing | Optimizing code



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### About

As a Business Intelligence Engineer at Amazon, I automate and optimize data processing, web scraping, and dashboard creation using Python and RPA tools. I work with a cross-functional team of developers, analysts, and managers to deliver timely and accurate insights for data-driven decision making.

I graduated with a Bachelor of Engineering in Information Technology from VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE, in 2021, where I honed my skills in C, Python, and data structures. I also earned multiple certificates from HackerRank for problem solving and Python proficiency. I am passionate about learning new technologies and applying them to solve real-world problems. My goal is to become an asset to my company and contribute to its growth and innovation.

### Activity

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187

12 comments

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### Experience



#### Business Intelligence Engineer

Amazon · Full-time  
Jun 2022 - Present · 1 yr 5 mos  
Bangalore

Skills: Data Structures · Algorithms · Software Development · Back-End Web Development · Debugging · Written Communication · Communic ...see more



#### Software Developer

ARCON · Full-time  
Jun 2021 - Jun 2022 · 1 yr 1 mo  
Mumbai, Maharashtra, India

Skills: Data Structures · Algorithms · Software Development · Back-End Web Development · Debugging · Written Communication · Communication ...



#### Jr. python developer

Maxgen Technologies · Internship  
Mar 2019 - Feb 2021 · 2 yrs  
Mumbai Area, India

Skills: Windows · Syntax · Technical Trainers · Problem Solving · JSON · Data Analytics · Analytical Skills · Jupyter · Object-Oriented Programming (OOP) ...

### Education



#### Universal College of Engineering

Bachelor of Engineering - BE, Information Technology  
2016 - 2021

Skills: Windows · Coaching · Syntax · Technical Trainers · Analytical Skills · Engineering · Jupyter · Object-Oriented Programming (OOP) · Computer...

### Licenses & certifications



#### SQL (Basic) Certificate

HackerRank  
Issued Feb 2023  
Credential ID 39655FE81245

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#### Mastering OCR using Deep Learning and OpenCV-Python

Udemy  
Issued Nov 2021  
Credential ID UC-b7ee6f8f-c6e1-4dde-9d1d-7f3f881a375b

Show credential ↗

Skills: Syntax · Jupyter · Image Processing



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206365679/Mumbai**  
**Date: 09/01/2021**

Mr. Mahavir Sumersingh Deora  
3Jitu Gomes Chawl,  
Kokani Pada Kurar Village Malad East,  
Mumbai-400097,  
Maharashtra.  
Tel# -

Dear Mahavir Sumersingh Deora,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/DT20206365679**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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



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

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

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

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

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

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. 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.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- 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.

Quarterly Variable Allowance 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 Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

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

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:



## 1. Basic Cover

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

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

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

## Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

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

## Loans

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

## Professional Memberships

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

TCS Confidential

TCSL/DT20206365679

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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

Dear Moksha Gala ,

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: 2021.09.03 21:34:49 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

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

Dear Moksha,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

### **Joining**

Your scheduled date of employment with us will be **13-Sep-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.

**ANNEXURE - 7**  
**(Compensation during the Training)**

<b>COMPENSATION DETAILS</b> <b>(All figures in INR per month)</b>				
<b>NAME</b>	<b>Mr. Moksha Gala</b>			
<b>ROLE</b>	<b>Systems Engineer</b>			
<b>ROLE DESIGNATION</b>	<b>Systems Engineer Trainee</b>			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>TOTAL GROSS SALARY</b>				<b>25,000</b>
<b>OTHER BENEFITS</b>				
<b>Scheme</b>	<b>Eligible Amount In INR</b>	<b>Interest</b>	<b>Monthly Instalments</b>	<b>Margin Money (To be borne by the employee)</b>
<b>SALARY LOAN (subject to submission of Trainee Agreement)</b>	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**ANNEXURE - 8**  
(Compensation post Unit allocation)

<b>COMPENSATION DETAILS</b> (All figures in INR per month)				
NAME	<b>Mr. Moksha Gala</b>			
ROLE	<b>Systems Engineer</b>			
ROLE DESIGNATION	<b>Systems Engineer Trainee</b>			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>4. INCENTIVE COMPONENTS</b>				
		<b>At an indicative Payout of 5%</b>	<b>At indicative Payout of 10%</b>	<b>At indicative Payout of 20%</b>
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>				<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>				<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>				<b>30,000</b>
<b>OTHER BENEFITS</b>				
<b>Scheme</b>	<b>Eligible Amount In INR</b>	<b>Interest</b>	<b>Monthly Instalments</b>	<b>Margin Money (To be borne by the employee)</b>
<b>SALARY LOAN (subject to submission of Trainee Agreement)</b>	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



Ref: TCSL/DT20206373990/1435330/Mumbai

Date: 08 June 2021

MR. AVIK GAUTAM GHOSH

202, Mahavir Darshan Tower, Chandmal Nagar, Uttan Road, Bhayander West. null,  
Near Police Station, Thane,  
Maharashtra-401101.  
Tel# 918268595100

**Sub: Joining Letter**

Dear Mr. Avik Gautam Ghosh,

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 **01st July 2021** , your joining location is **Kolkata** , work location is **Kolkata** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



## **TCS Xperience Program**

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

**Janardhan S**  
**Global Head - Talent Development**



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

# CSR Campus Drive -2021

Dear Atulkumar giri

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

6-August-2021

**Dear Pankaj Gupta**

**Email:** [pankajgupta21041999@gmail.com](mailto:pankajgupta21041999@gmail.com)

**Phone:** +91 9082778154

**SUBJECT:** Letter of Selection

We are pleased to offer you the position of “**Associate Software Engineer**” with BETSOL. Your total CTC would be **₹ 5,00,000 (Five Lakhs only)** which will be paid during your course of employment with BETSOL subject to the terms mentioned in the offer letter which will be given to you at the time of joining.

The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

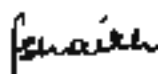
On joining the company, you shall be on probation for six months. You will abide by the rules and regulations of the company as may be applicable from time to time.

We expect you to join on or before 12<sup>th</sup> August 2021, otherwise this offer stands withdrawn

automatically. Again, congratulations and welcome to the BETSOL family.

**On behalf of  
BETSOL**

**I agree and accept the selection on  
the above terms and conditions**



---

**Fehminaaz Sayyed**  
HR Business Partner, BETSOL

---

**Pankaj Gupta**  
Bangalore

**Signature:**   
pankaj (Aug 8, 2021 22:11 GMT+5.5)

**Email:** [pankajgupta21041999@gmail.com](mailto:pankajgupta21041999@gmail.com)



Mr. Kuldeep Kadiya,

26<sup>th</sup> May 2021

**Offer Confirmation**

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "Trainee Software Engineer" in our organization on the following terms and conditions:

**Date of Joining:** You are expected to join duty on **22<sup>nd</sup> June 2021**.

**Joining Location:** Mumbai

During your training period for the first 3 months from the date of Joining, you will get stipend of Rs.10,000/- Per Month.

**Remuneration:** Your Annual Total Employment Cost to the company after 3 months would be **Rs.3,60,000/- Per Annum (Three Lakhs Sixty Thousand Rupees Only)**. This comprises of your salary and the details of which is been given in the **Annexure A** attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of **27 months** including the period of probation executing a bond to that effect.

We welcome you to The **NeoSOFT** family and look forward to a fruitful collaboration.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Yours Sincerely,  
For NeoSOFT  
Technologies  
Rohan Ghure  
HR Manager

**ANNEXURE 'A'**  
**SALARY**  
**DISTRIBUTION**

<b>Salary Details (A)</b>	<b>Entitlement Per Month (INR)</b>	<b>Entitlement Per Annum (INR)</b>
Basic	15,500	1,86,000
House Rent Allowance	7,750	93,000
Conveyance	1,600	19,200
Bonus	1,400	16,800
Special Allowance	3,004	36,053
<b>Total</b>	<b>29,254</b>	<b>3,51,053</b>
<b>Statutory Benefits (B) #</b>		
Gratuity		8,947
<b>Total Fixed Compensation (A) + ( B )</b>	<b>30,000</b>	<b>3,60,000</b>
<b>Total Cost To Company</b>	<b>30,000</b>	<b>3,60,000</b>
<b>Deductions (C)</b>		
PT	200	2,400
<b>Net Salary (Before Tax) (A)-(C)</b>	<b>29,054</b>	<b>3,48,653</b>

<b>Insurance Coverage</b>	<b>Annual Amount</b>
Group Medical Coverage	2,00,000
Group Personal Accident	10,00,000

**Notes:**

1. For claiming tax benefits in case of admissible allowance, you will have to submit supporting documents to the Company's satisfaction and within the timeline stipulated by the Company. In case of any underwithholding you shall be responsible to pay the necessary tax and any interest/penalty thereon.
2. In case where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
3. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

# These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you.

- ++ Employee's contribution towards PF and Employee's contribution towards ESIC will be made from monthly salary (if applicable).
- ++ For employees who are not covered under the PF Act and wish to opt for PF or in the event it becomes obligatory on the company to cover you under the Provident Fund Act or any other relevant acts or rules, as amended from time to time, the Provident Fund being paid to you will be adjusted against Special Allowance or Provident Fund contribution.

A. The following statutory elements are included in the compensation package stated above: (If applicable)

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

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

1. **Group Medical Insurance** - In accordance with the Company policy you shall be covered under the Medical Insurance policy, which will be held by the Company. Your entitlement for the same is mentioned in the Annexure.
2. **Group Personal Accident Insurance** - In accordance with the Company policy you shall be covered under the Personal Accident Insurance policy, which will be held by the Company. Your entitlement for the same is mentioned in the Annexure
3. **Annual Leave/Public Holidays** - You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.
4. You are required to treat this letter and its contents as strictly confidential and should not disclose same to any person or entity without our written consent.

Regards,  
Human Resource  
For NeoSOFT Technologies



Home



My Network



Jobs



Messaging



Notifications

Me




For Business

[Try Premium](#)  
[free](#)

## Rishav Mandal · 3rd

Software Developer at Support Hives Technologies LLP

- Support Hives Technologies LLP
-  VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE  
Mira Bhayandar, Maharashtra, India · [Contact info](#)

112 connections

Connect

Message

More

### Open to work

Software Engineer, Web Developer, PHP Developer, Laravel Developer and SQL ...

[Show details](#)

## About

I am a Software Developer at Support Hives LLP. I have well experience on couple of some programming languages such as :

PHP,

Laravel (PHP Framework),...

[...see more](#)

## Activity

112 followers

Comments

Articles

Rishav Mandal commented on a post · 10mo

Here most of the Companies you mentioned are built with python

[Show all comments](#) →

## Experience

### Back End Developer

Support Hives Technologies LLP · Full-time

Jan 2021 - Present · 2 yrs 10 mos

Mumbai Metropolitan Region

**Skills:** ASP.NET · ASP.NET MVC · PHP · Laravel · ASP.NET Core

### Software Engineer

Support Hives LLP · Full-time

Jan 2021 - Nov 2021 · 11 mos

Mumbai, Maharashtra, India

### Education



**Universal College of Engineering**

Bachelor of Engineering - BE, Information Technology  
2018 - 2021



**University of Mumbai**

Bachelor of Engineering - BE, Information Technology

### Skills

Android Development

Python (Programming Language)

Show all 30 skills →

### Interests

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**Nistha Tripathi** · 2nd

I help design HIGH GROWTH careers | ex UIUC NYU Citi | 127K IG 25K YT |  
750+ clients studying abroad in TOP univ (MIT Harvard etc) & working  
MAANG jobs | LI Top Voices  
112,561 followers

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**Satya Nadella** · 3rd

Chairman and CEO at Microsoft  
10,486,164 followers

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Full-Stack Developer | MERN | Git | Selenium | Appium

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**Marc Chaudhary** · 3rd

Chief Strategist & a Serial Entrepreneur

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# CSR Campus Drive -2021

Dear Tejas mate

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

# CSR Campus Drive -2021

Dear Tejashree mhatre

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant



**NIMAP INFOTECH**  
FOCUS TO REDEFINE

#### Nimap Infotech LLP

**Regd. Add :-** Flat No. B-204, 2nd Floor, Pawapuri Apt: 85/87, Seth Motisha Lane, Love Lane, Mazgaon, Mumbai - 400 010.

**Admin Add:-** Todi Industrial Estate, A Wing, Gate No. 41, 4th floor, Sunmill Compound, Lower Parel- West, Mumbai - 400013

Tel : +91 22 6639 5181

Mob : +91 9819312721

+91 9920977080

CIN No. - AAC-2388

Email - info@nimapinfotech.com

Website - www.nimapinfotech.com

## Offer Letter

**To,**  
**Jash Morekar**

Date: 18/10/2020

Address:- B - 102, Paras Apartment, Opp Hilton Arcade Evershine City, Vasai East, Vasai, IE Vasai Thane, Maharashtra - 401208.

**Congratulations !** You are now a part of the Nimap family !! We are delighted to extend to you our offer to join Nimap Infotech LLP (herein referred as 'Nimap') for the position of **Associate Software Engineer** on the terms and conditions set forth in this offer letter.

You will join us as a full time employee on 1st June 2021. **You agree to serve the company for a minimum of 2 years.** You will be eligible for your next annual increment in **October 2024.**

You will be on probation for the first 6 months of joining. The address of our premises is Office no 41, Todi estate A wing, Sunmill compound, Senapati Bapat Marg, Lower Parel west, Mumbai – 400 010.

As long as you join us as a full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached **Annexure A** subject to the following **terms and conditions:**

It is essential that you join on the date as mentioned in the offer letter. In case of mediocre performance, Nimap reserves the right to terminate the employee within 30 days without any compensation. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn.

### **BENEFITS, INCREMENT AND PROMOTION**

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company.

You will be eligible for your next annual increment in **October 2024.**



**NIMAP INFOTECH**  
FOCUS TO REDEFINE

**Nimap Infotech LLP**

**Regd. Add :-** Flat No. B-204, 2nd Floor, Pawapuri Apt 85/87, Seth Motisha Lane, Love Lane, Mazgaon, Mumbai - 400 010.

**Admin Add:-** Todi Industrial Estate, A Wing, Gate No- 41, 4th floor, Sunmill Compound, Lower Parel- West, Mumbai - 400013

Tel : +91 22 6639 5181  
Mob : +91 9819312721  
+91 9920977080

CIN No. - AAC-2388  
Email - info@nimapinfotech.com  
Website - www.nimapinfotech.com

We are enthusiastic and pleased that you are going to be a part of our organization. To accept this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 5 business days from the date of this letter.

All additional pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Sincerely,

**For Nimap Infotech LLP**



**Priyank T Ranka**  
**Authorized Partner, CEO**

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

**Jash Morekar**

Date



**NIMAP INFOTECH**  
FOCUS TO REDEFINE

Nimap Infotech LLP

Regd. Add :- Flat No. B-204, 2nd Floor, Pawapuri Apt 85/87, Seth Motisha Lane, Love Lane, Mazgaon, Mumbai - 400 010.

Admin Add:- Todi Industrial Estate, A Wing, Gala No- 41, 4th floor, Sunmill Compound, Lower Parel- West, Mumbai - 400013

Tel : +91 22 6639 5181  
Mob : +91 9819312721  
+91 9920977080

CIN No. - AAC-2388  
Email - info@nimapinfotech.com  
Website - www.nimapinfotech.com

## Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

Salary Structure 1st Year: CTC:- 264000		
Monthly Payment	Monthly	Annual
Basic	16,000	1,92,000
Performance Bonus	2,000	24,000
Performance & Loyalty Bonus	4,000	48,000
<b>Total Gross - Cash Component (A)</b>	<b>22,000</b>	<b>2,64,000</b>
<b>Less Deductions (B)</b>		
Bonus components	6,000	72,000
Profession Tax	200	2,500
<b>Net Take Home = A-B</b>	<b>15,800</b>	<b>1,89,500</b>
<b>CTC(Cost To Company)</b>	<b>22,000</b>	<b>2,64,000</b>
Salary Structure: CTC 2nd Year:- 348000		
Monthly Payment	Monthly	Annual
Basic	25,000	3,00,000
Performance & Loyalty Bonus	4,000	48,000
<b>Total Gross - Cash Component (A)</b>	<b>29,000</b>	<b>3,48,000</b>
<b>Less Deductions (B)</b>		
Bonus components	4,000	48,000
Profession Tax	200	2,500
<b>Net Take Home = A-B</b>	<b>24,800</b>	<b>2,97,500</b>
<b>CTC(Cost To Company)</b>	<b>29,000</b>	<b>3,48,000</b>
Salary Structure 3rd Year: CTC:- 48000		
Monthly Payment	Monthly	Annual
Basic	35,000	4,20,000
Performance & Loyalty Bonus	5,000	60,000
<b>Total Gross - Cash Component (A)</b>	<b>40,000</b>	<b>4,80,000</b>
<b>Less Deductions (B)</b>		
Bonus components	5,000	60,000
Profession Tax	200	2,500
<b>Net Take Home = A-B</b>	<b>34,800</b>	<b>4,17,500</b>
<b>CTC(Cost To Company)</b>	<b>40,000</b>	<b>4,80,000</b>



**NIMAP INFOTECH**  
FOCUS TO REDEFINE

#### Nimap Infotech LLP

**Regd. Add :-** Flat No. B-204, 2nd Floor, Pawapuri Apt 85/87, Seth Motisha Lane, Love Lane, Mazgaon, Mumbai - 400 010.

**Admin Add:-** Todi Industrial Estate, A Wing, Gate No. 41, 4th floor, Sunmill Compound, Lower Parel- West, Mumbai - 400013

Tel : +91 22 6639 5181

Mob: +91 9819312721

+91 9920977080

CIN No. - AAC-2388

Email - [info@nimapinfotech.com](mailto:info@nimapinfotech.com)

Website - [www.nimapinfotech.com](http://www.nimapinfotech.com)



Me



Try Premium free



### Henil Nandu · 2nd

Data Analyst | Pursuing MBA (Leadership and Analytics)

- 
 University Canada West

Vancouver, British Columbia, Canada · [Contact info](#)

298 connections

 Nirav Sidhpura and Joel Philip are mutual connections

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#### Open to work

Data Analyst, Data Entry Clerk, Database Administrator, Data Assistant and Busi...

[Show details](#)

### Activity

295 followers

Henil Nandu commented on a post · 6mo

Riya Nandu

[Show all comments](#) →

### Experience

#### Dalal Finserve Private limited

Full-time · 2 yrs

#### Data Analyst

Nov 2021 - Jul 2023 · 1 yr 9 mos

Mumbai, Maharashtra, India

#### Junior Data Analyst

Aug 2021 - Oct 2021 · 3 mos

Mumbai

#### Operations Manager

HR Foods and Catering · Self-employed

Nov 2020 - Jul 2023 · 2 yrs 9 mos

Mumbai Metropolitan Region

**Skills:** Marketing · Operations Management · Sales Operations · Team Management · Management



#### Founder

Phoenix Tours India

Mar 2017 - Jun 2018 · 1 yr 4 mos

Mumbai, Maharashtra, India

### Education



#### University Canada West

Master of Business Administration - MBA, Business and Analytics  
Jul 2023 - Dec 2024



#### University of Mumbai

Bachelor of Engineering - BE, Information Technology  
2021

### Skills

#### Marketing

Operations Manager at HR Foods and Catering

#### Operations Management

Operations Manager at HR Foods and Catering

Show all 46 skills →

### Languages

#### English

Full professional proficiency

#### Gujrati

Full professional proficiency

Show all 4 languages →

### Interests

Top Voices

Companies

Groups

Newsletters

Schools



#### Jeff Weiner · 3rd

Executive Chairman at LinkedIn / Founding Partner Next Play Ventures  
10,438,554 followers

+ Follow



#### Justin Trudeau · 3rd

Prime Minister of Canada | Premier ministre du Canada  
5,394,856 followers

+ Follow

Show all Top Voices →

### Causes

Animal Welfare • Environment • Health • Science and Technology



Home



My Network



Jobs



Messaging <sup>1</sup>



Notifications <sup>9</sup>

Me <sup>▼</sup>



For Business <sup>▼</sup>

[Try Premium](#)  
[free](#)



**Anish Parekh** · 2nd  
QA Engineer (Manual and Automation)

- (ScriptBytes) Scriptbytes Technology Services Pvt. Ltd.
  - Mumbai University Mumbai University Mumbai  
Mumbai, Maharashtra, India · [Contact info](#)
- 500+ connections

Rahul Davane and Joel Philip are mutual connections

Connect [Message](#) [More](#)

### About

I have been working as a QA (manual and automation) for 2 years. Technologies used and worked upon in projects by me are Selenium, Java, TestNG, Maven, Jenkins, Rest Assured, POM framework, Manual testing, Bug detection/tracking.

### Activity

648 followers

**Anish hasn't posted yet**  
Recent posts Anish shares will be displayed here.

[Show all activity](#) →

### Experience

(ScriptBytes) **Software Engineer**  
Scriptbytes Technology Services Pvt. Ltd. · Full-time  
Aug 2023 - Present · 3 mos  
Mumbai, Maharashtra, India · Hybrid

Appsierra **AppSierra**  
Full-time · 1 yr 8 mos  
Remote

**QA Associate**  
Aug 2022 - Aug 2023 · 1 yr 1 mo

**Skills:** Agile Environment · Black Box Testing · Communication · Web Testing · Regression Testing · Quality Assurance · Software Testing · Agile...

**QA Trainee**  
Jan 2022 - Jul 2022 · 7 mos

Skills: Agile Environment · Black Box Testing · Communication · QA Automation · XPath · Test Scenarios · Test Automation · Selenium · TestNG ...



**IT Project Coordinator**

SMSIPL · Full-time  
Oct 2021 - Jan 2022 · 4 mos  
Remote

Skills: Agile Environment · Black Box Testing · Communication

**Education**



**Mumbai University Mumbai**

Bachelor of Engineering - BE, Information Technology  
Aug 2017 - Jul 2021

Grade: 61.61%

Activities and societies: Football, Cricket

Skills: Computer Science · Java

**Skills**

**Agile Environment**

Appsierra 3 experiences across AppSierra and 1 other company


**Black Box Testing**


Appsierra 3 experiences across AppSierra and 1 other company

Show all 36 skills →

**Interests**

Companies Groups Schools


 **AppSierra**  
34,975 followers  
[+ Follow](#)

 **Mumbai University Mumbai**  
281,746 followers  
[+ Follow](#)

Show all companies →



**People also viewed**

 **Samaleswar Mishra** · 3rd  
QA Automation Test Engineer at Appseirra.



### Aditi Ashwin Patel (She/Her) · 2nd

Canada | Analyst | IT Business Analyst | Tableau | Advanced Excel | Power BI

Toronto, Ontario, Canada · [Contact info](#)

500+ connections



Joel Philip is a mutual connection

Connect

Message

More

### About

I'm a Graduate in Information Technology Business Analysis from Conestoga College with a score of 3.4/4 GPA. I have performed various roles in the pervious years and have strong desire to learn more and put my skills and knowledge for continues improvement.

- 1 Year Experience in Business Analysis
- 1 Year Experience Customer Service

Advanced Knowledge in Quantitative Analysis Advanced excel, Tableau, Power BI, MS Project

### Featured

Post

CELEBRATING THE JOY OF LEARNING!!!

...

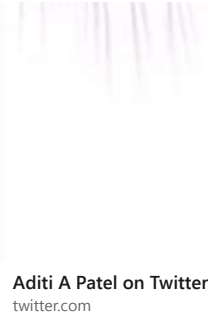


20 · 2 comments

Post

Here's the SHORT CLIP of

...




Aditi A Patel on Twitter  
twitter.com

20 · 1 comment

### Activity

967 followers

Aditi Ashwin Patel commented on a post · 2mo

Congratulations  Hetvi Shah

Aditi Ashwin Patel commented on a post • 2mo

Congratulations  Aswathy Babu

Aditi Ashwin Patel commented on a post • 4mo

Congratulations 

Show all comments →

## Experience

### Sales Business Analyst

Juvenileway · Contract Part-time

Sep 2022 - May 2023 · 9 mos

Waterloo, Ontario, Canada · On-site

Client and Vendor Management: Collaborated with stakeholders to conduct a comprehensive store operations analysis, identifying profit and ...see more

**Skills:** Client Presentation · Critical Thinking · Financial Services · Attention to Detail · Microsoft Word · Microsoft Excel



### Receptionist/Cashier/Kitchen Staff

A&W Food Services of Canada Inc. · Contract Part-time

Feb 2022 - Sep 2022 · 8 mos

Ontario, Canada · On-site



### Social Media Analyst

Rotary International · Contract Part-time

Jan 2020 - Jan 2021 · 1 yr 1 mo

Mumbai, Maharashtra, India · Hybrid

Collaborated with other team members and Club Members to ensure consistency and quality of social media content and communication....



### Social Media Analyst

Pratham Humbal Tutorials · Freelance

Jul 2020 - Nov 2020 · 5 mos

Mumbai, Maharashtra, India · Hybrid

## Education



### Conestoga College

Ontario College Graduate Certificate, Information Technology Business Analysis

Jan 2022 - Apr 2023

Grade: PROGRAM GPA 3.47

Contract Part Time: Conestoga Student Inc

**Skills:** Quality Assurance · Presentation Skills · SQL · Project Management · Microsoft Excel



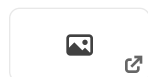
### University of Mumbai

Bachelor's degree, Information Technology

2019 - 2021

Activities and societies: Grand Finale: Smart India Hackathon 2022,

Volunteer: Rotary Club, Zomato feeding India



Rotaract Club Ucoe (@rcucoe) • Instagram photos and videos

Show all 4 education →

## Licenses & certifications

HSSL/APPO/023/2021-22

June 14, 2021

Mr. Aryan Patel  
A-20, Narayan Niwas,  
Gawad Wadi,  
Virar (East),  
Pin – 401 305

**Sub: Letter of Appointment as System Engineer.**

Dear Mr. Patel,

With reference to your interview with us, we are pleased to inform you that you are appointed as System Engineer with effect from June 12, 2021 on the following terms and conditions:

- 1 **BASIC SALARY** : You will be paid Basic Salary of Rs. 15,000/- (Rupees Fifteen Thousand Only) per month.
- 2 **HOUSE RENT ALLOWANCE** : You will be entitled to House Rent Allowance of Rs. 6,000/- (Rupees Six Thousand Only) per month.
- 3 **DISCRETIONARY ALLOWANCE** : You will be entitled to Discretionary Allowance of Rs. 4,245/- (Rupees Four Thousand Two Hundred & Forty-five Only) per month.
- 4 **PROVIDENT FUND** : As per rules, currently at 12% of salary
- 5 **BONUS** : Bonus is applicable as per the Payment of Bonus Act, 1965
- 6 **PERIOD OF PROBATION** : Six months from the date of joining. This period may be decreased or increased, the latter up to another six months should the management desire to do so. Such modification shall solely depend upon the Management's evaluation of your progress.
- 7 **SERVICE CONDITION** : Resignation of service on your part or termination of your service on our part shall require not more than 15 days notice in writing during the probation period.

Upon confirmation, the contract of service may be terminated by either party by giving 30 days notice in writing. If such termination of the contract is initiated by the Company, it may at its own sole discretion offer 30

MAM

days Basic salary in lieu of such notice.

- 8 PLACE OF SERVICE** : At Corporate Office. However, your services are liable to be transferred to any Office, Department, Branch, Factory or Depot anywhere in India or to any of our Associate Companies at the sole discretion of the Management without any change in monetary benefits in your remuneration or emoluments.
- 9 MEDICAL FITNESS** : Your probationary appointment, confirmation and continuation of employment in the services of the Company to be certified by the Company's medical officer.
- 10 RETIREMENT** : You will retire from the services of the Company on attaining the age of 58 (fifty-eight) years.
- 11 INCREMENT** : An annual increment is awarded to confirmed employees. However, annual increment is not by default, but it is strictly based on appraisal of performance against KRA.
- 12 LEAVE** : Applicable as per Company rules.
- 13 GRATUITY** : Applicable as per Company rules.
- 14 PERSONAL ACCIDENT INSURANCE POLICY** : Applicable as per the Company rules
- 15 CONFIDENTIALITY** : In the course of performing your services, you may come in contact or become familiar with information which the Company considers confidential. You shall not at any time, during your service with the Company or after separation of your services for whatsoever reason, without the express approval of the Company, divulge either directly or indirectly to any person or company, knowledge or information which you may have acquired during the course of or incidental to your services, concerning the affairs or property of the Company or any businesses, trade secrets, confidential documents, transactions or policies in which the Company may be or may have been concerned or interested.

MAM

If the above terms and conditions are acceptable to you, you may please confirm the same by signing the enclosed duplicate copy of this letter and return the same to us.

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

Yours truly,  
For HITECH SPECIALITIES SOLUTIONS LTD.

**MEHERNOSH**  
**ADI MEHTA**

Digitally signed by MEHERNOSH ADI MEHTA  
DN: c=IN, o=Personal,  
pseudonym=d57c740e4639bb9566871e61e515767a9b5e  
e9d65a5597784abe961037901401, postalCode=400033,  
st=MAHARASHTRA,  
serialNumber=1f542d988d28d5083d3f2e9039ffefc19d96c  
b4b8929c858c79ccf012f84d2b2, cn=MEHERNOSH ADI  
MEHTA  
Date: 2021.06.16 11:48:38 +05'30'

AUTHORISED SIGNATORY

Received & Accepted

---

(Aryan Patel)

Jul 13, 2021

To,  
**Dhruv Patel**

Universal College of Engineering , Mumbai - 401208

**Dear Dhruv,**  
**Welcome to CitiusTech!**

It gives me tremendous pleasure to extend our offer of employment to have you join CitiusTech Healthcare Technology Private Limited (formerly Citius IT Solutions Private Limited) ("CitiusTech") as a **Trainee - Software Engineer - Professional Services from 14-Jul-2021**. I am confident that you will have a fulfilling and rewarding career at CitiusTech.

At CitiusTech, you will be a part of our IT solutions group. This group consists of individuals of the highest caliber / experience / qualification. Members of this group are drawn from the best of educational institutions from India and abroad and leading Indian and global IT services companies. As part of this group, you will continue to have the opportunities to work on cutting edge software technologies, while also developing a broad knowledge of healthcare workflows. In addition, CitiusTech will also present opportunities for personal development through our multi-faceted training programs, interest groups, leadership development programs, and end-client engagement.

As we have discussed, your compensation will be **Rs.4.00 lakhs** per annum - **Rs. 4.00 lakhs** as fixed (payable monthly). The fixed amount includes **Rs.0.28 lakhs** per annum of retention pay, payable monthly. (Retention is part of salary structure for the first two years of employment). You will be payable **Rs. 1.60 lakhs** per annum payable monthly over and above your fully loaded CTC when working in the night shift.

In addition to the above, if the employee resigns from and/or leaves the services of CitiusTech for any reason before the completion of 18 months from the date of Joining, then the employee shall pay CitiusTech a sum of **Rs.0.75 lakhs** in consideration of the training that has been provided by CitiusTech and the remuneration drawn by the employee during the training period. The document for the same will be executed at the time of joining.

Along with the above, we will execute an appointment letter as well as a standard non-disclosure agreement. Copies of these are available for your perusal. Once again, we welcome you to CitiusTech and to the dynamic world of healthcare software and technology. Kindly note that this offer is contingent upon successful completion of a background check, including a check of your employment references.

With best wishes,

X



**For CitiusTech Healthcare Technology Private Limited**  
**(formerly Citius IT Solutions Private Limited)**

**Accepted & Confirmed**



Authorized Signatory

Date: Jul 13, 2021

## CitiusTech Healthcare Technology Private Limited

### Salary Structure

Name of Employee: Dhruv Patel  
 Effective Date: Jul 14, 2021

#### A STRUCTURE

Details	Rs per month	Rs per annum
Basic	22000	264000
Company contribution to Provident Fund	2640	31680
Flexi Basket	6360	76320
Retention Pay	2333	28000
<b>Total Fixed Pay</b>	<b>33333</b>	<b>400000</b>
<b>Total cost to Company</b>	<b>33333</b>	<b>4,00,000</b>

#### B NOTES

1. Retention pay is part of salary structure for the first two years of employment
2. Flexi basket will be made available on the ESS portal post joining of employee
3. Flexi basket components - Conveyance, Medical Allowance, LTA, Food coupons, NPS
4. Balance amount (out of flexi declaration) will be considered as "HRA"

#### C TAKE HOME PAY

Components	Rs per month	Rs per annum
Basic	22000	264000
Company Contribution to Provident Fund	2640	31680
Flexi Basket	6360	76320
Retention Pay	2333	28000
<b>Gross Earnings ( Fixed Pay)</b>	<b>33333</b>	<b>400000</b>
<b>Gross Earnings</b>	<b>33333</b>	<b>4,00,000</b>

#### Less : Deductions

Professional tax	200	2400
Provident fund- Employees Contribution	2640	31680
Provident fund- Employers Contribution	2640	31680
<b>Total Deductions before TDS</b>	<b>5480</b>	<b>65760</b>

<b>Net earnings before TDS</b>	<b>27853</b>	<b>334240</b>
--------------------------------	--------------	---------------

**CitiusTech Healthcare Technology Private Limited**  
**(formerly Citius IT Solutions Private Limited)**

Regd. Office : Ground floor, B Block, Teritex Building, Saki Vihar Road, Andheri (E) Mumbai 400 072, MH, India.  
 SEZ Unit : Mindspace, Serene Properties SEZ, Thane – Belapur Road, Airoli, Navi Mumbai – 400 708, MH, India  
 CIN: U72100MH2005PTC153862





311, Orion Business Park, G.B. Road, Thane – 400 607

Ref: WT-SE-FY22-18-CP

23<sup>rd</sup> April 2021

## OFFER LETTER

Dear **Prince Patel** ,

Welcome to WonderBiz!

It gives us immense pleasure in inviting you to join WonderBiz Technologies Pvt. Ltd. as a **Software Engineer** from **1<sup>st</sup> July 2021**.

You will receive a gross annual remuneration of Rs. **4,50,202/-** (Four Lakh Fifty Thousand Two Hundred Two Rupees Only). This package would consist of:

1. Fixed Component (Rs. 3,80,475/-)
2. Performance-based Variable Component (Rs. 20,025/-)
3. Benefits (Rs. 24,702/-)
4. Offer Acceptance Bonus (Rs. 25,000/-)

Once you accept this Offer Letter, you will have to sign the associated Offer Agreement as well, stating that you will join the Company on the above-mentioned date or a mutually-agreed changed date. In case of any breach in this Offer Agreement or joining, you agree to pay a certain amount, as mentioned below.

You will be on probation for a period of 3 months from the date of your joining, at the end of which, you will be confirmed in writing to be on the permanent rolls of the Company, subject to your performance.

Your offer has been made based on information furnished by you in the resume and at the time of the interview. In case any discrepancy or information found is wrong, the Company has the right to withdraw the offer or terminate services during your employment without prior notice.



311, Orion Business Park, G.B. Road, Thane – 400 607

The Company has shared all information with you about joining formalities. We understand that you have completely understood and are willing to abide by the same. Post signing the current Offer Agreement, the Offer Acceptance Bonus will be credited to you via Internet Banking.

As we look forward to your joining, we also think it is important for you to understand the commitment that the Company is making and is something that involves a considerable risk to the Company's business.

Notwithstanding, you are bound to join as per the joining date mentioned above or a mutually-agreed changed date. In case of any breach in joining, you agree to pay back to the Company, 7% of the offered Gross Annual Remuneration in addition to the Offer Acceptance Bonus that would have been already disbursed.

The surety has been undertaken to ensure that you fully comply with the terms of the Offer and this Agreement, and to compensate the Company for breach of any of the terms of this Offer Letter Agreement.

You will also need to sign a Code of Conduct at the start of your training period. Once again, we welcome you to be part of the WonderBiz Team and look forward to having a fruitful association.

For WonderBiz Technologies Private Limited,

*Kaustubh Mhatre*

**Kaustubh Mhatre**

**CEO**



311, Orion Business Park, G.B. Road, Thane – 400 607

**Appendix: Salary Structure in Rupees**

Description	Monthly	Yearly
<b>Fixed Pay (A)</b>	<b>31,706</b>	<b>3,80,475</b>
Basic	13,350	1,60,200
Special Allowance	7,646	91,750
Conveyance	1,600	19,200
Food Allowance	1,000	12,000
Leave Encashment	185	2,225
HRA	6,675	80,100
Medical Allowance	1,250	15,000
<b>Performance Pay (B)</b>	<b>1,669</b>	<b>20,025</b>
Quarterly Paid (Q + 1m)	1,669	20,025
<b>Benefits (C)</b>	<b>2,058</b>	<b>24,702</b>
Gratuity	642	7,702
Recreational	1,417	17,000
<b>Sub-Total</b>	<b>35,433</b>	<b>4,25,202</b>
<b>Bonus (D)</b>	<b>2,083</b>	<b>25,000</b>
Offer Bonus	2,083	25,000
<b>Grand Total CTC (A + B + C + D)</b>	<b>37,517</b>	<b>4,50,202</b>

## **Offer of Employment**

To,

Dhru Prajapati,

Mumbai,

Date: 2<sup>nd</sup> March 2021

**Dear Dhru Prajapati,**

We are extremely pleased to offer you a position of “**Solution Analyst**” with Sankey Business Solutions. You will be required to report at 901, Lodha Supremus II, Wagle Estate, Thane (W) 400 604. Your date of joining is 8<sup>th</sup> March 2021.

### **Type of work**

As a Solution Analyst, you will be required to learn multiple technologies and tools that is required to solve client’s business problems you will also be expected to take initiative and additional responsibility in any other activity that requires traction in our company at a particular time.

It is our pleasure to extend the following offer of employment to you.

- You will be on probation for six months during which your salary will be Rs.180,000/year. Post 6 months’ probation your annual CTC will be revised to Rs.300,000/year. All of the above will be dependent on the performance.
- There will be a performance incentive of Rs.25,000/- as a part of this annual package, to be given after completion of 1 year at Sankey Business Solutions, as a full-time employee, subject to individual and company performance.
- The offer of employment with Sankey Business Solutions is dependent on your performance during probation with us. Details of your variable payment parameters are annexed with this letter (Annexure I).

Offer of Employment

- We would expect you to be aligned with our company goals and policies, as well as committed to its deliverables, during the period of employment.
- You are required to send acceptance of this offer letter by signing each page, scanning it and emailing it by **3<sup>rd</sup>, March 2021** failing which Company will have right to withdraw the offer letter.
- Also post acceptance, during joining, you will be required to submit photocopies of following documents:
  1. Proof of Academic Qualification (Class 10th Equivalent and above):
    - 10th & 12th mark lists
    - Under graduate / degree mark list and degree certificates
    - Post-Graduation mark list and degree certificates (if any)
    - Other qualifications - mark lists and certificates (if any)
  2. Proof of identity i.e. PAN card, driving license, Electoral card
  3. Photographs (2 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of employment with us will be exciting, rewarding and full of learnings.

**Best Regards,**



**Sandeep Patil**

**Director,**

**Sankey Business Solutions**

**Email - [sandeep@sankeysolutions.com](mailto:sandeep@sankeysolutions.com)**

**Ph: +91 9765159999**

To  
Mr. Smit Prajapati

Dear Mr. Smit

Further to our discussions, we have pleasure in giving you an offer in our organization as **System Administrator**. This offer takes effect from your date of joining 20<sup>th</sup> June, 2021 which shall not be later than one week.

Your compensation package would be 2,04,000 per annum as discussed and agreed. However, the structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization. As per organization policy, the probation period applicable to you shall be six (6) months. You would be posted at the above address. During probation, the period of notice required for resignation is 60 days on either side.

You will abide by the rules and regulations of the Company as may be in force from time to time and if any violation made would be subjected to the Disciplinary action. Your appointment is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.

This letter of offer is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice or assigning any reason thereof.

This offer is valid till 5<sup>th</sup> June, 2021 if you do not confirm the acceptance; Arham Technosoft Pvt Ltd has the right to withdraw the offer. We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself. On the date of joining, please bring the following documents for verification / submission.

1. Original and Xerox copies of last educational certificates OR last mark sheets.
2. Original & copy of your PAN Card and Aadhaar Card.
3. Permanent and Present address Proof either light bill/ Driving license/ Telephone bill / Aadhaar Card.
4. Two passport size photographs.
5. Last 3-month salary slip and experience/ releasing letter of last organization (If applicable).

Kindly sign and return to us the duplicate copy of this letter and Annexure as your Acceptance. Wish you all the best!

Yours Truly,

Dhimen Vora  
CEO  
Arham Technosoft pvt ltd

ACCEPTANCE OF OFFER FOR EMPLOYMENT

I accept this offer and will join

On : \_\_\_\_\_

Signed: \_\_\_\_\_

# CSR Campus Drive -2021

Dear Bhavik alpesh saglani

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

29<sup>th</sup> June, 2021

**To,  
Mr. Areeb Sayyed**

Dear Harsh,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

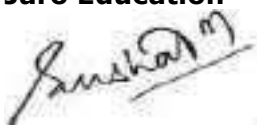
**Find below compensation details:**

During the first month (including training) you would be paid remuneration of Rs.25,000/-pm. If target of first month is achieved (100%) then your salary will be revised to Rs.55,000/-pm (As per below table) effective from second month and arrears of the first month will also be paid to you.

If in case you fail to achieve the target for first month, then extension of one more month will be given at a remuneration of 25,000/-pm.

Particulars	(Amount in Rupees.)	
	Per Month	Per Annum
Basic Salary	16,000	1,92,000
House Rent Allowance	8,000	96,000
Transport Reimbursement	1,600	19,200
Telephone Reimbursement	500	6,000
Statutory Bonus (Paid Monthly)	1,400	16,800
Special Allowance	12,500	1,50,000
<b>Total</b>	<b>40,000</b>	<b>4,80,000</b>
Daily Travel Reimbursement	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	12,000	1,20,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	-	<b>3,68,000</b>
<b>CTC: Six Lakh Sixty Thousand only p.a.</b>	<b>55,000</b>	<b>10,00,000</b>

**Regards,  
Jaro Education**



**Sushant Mallya  
General Manager – Human Resource**

I agree to the above terms & conditions \_\_\_\_\_ Dated \_\_\_\_\_

**Jaro Institute of Technology Management and Research Limited**

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.

CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in



## Fwd: HCL || Final Confirmation

**subham singh** <subhamksin@gmail.com>  
To: "Venkatesh R [UCOE]" <venkatesh.r@universal.edu.in>

Fri, Aug 20, 2021 at 9:27 PM

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

From: **subham singh** <subhamksin@gmail.com>  
Date: Fri, 20 Aug, 2021, 8:06 pm  
Subject: Fwd: HCL || Final Confirmation  
To: Suraj Singh <surajksin@gmail.com>

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

From: **Madhumita Murali** <madhumita.m@hcl.com>  
Date: Fri, 20 Aug, 2021, 5:51 pm  
Subject: HCL || Final Confirmation  
To: subhamksin@gmail.com <subhamksin@gmail.com>  
Cc: Ashish Bhalla <ashish.bhalla@hcl.com>, Ketan Arora <KetanA@hcl.com>, Preeti Sharma <preeti.sh@hcl.com>, Abirami A <abirami.a@hcl.com>

Classification: **Public**

Hello Singh Subham Dharmendra,

Thank you for participating in the interviews on mentioned schedule.

We are glad to confirm that you have been selected for the opportunity with HCL.

Our onboarding team will reach out to you once we start onboarding.

### Important Points:

1. CTC offered : INR 3.65 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24\*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 24 Months (as applicable). In case they leave before completing 24 months, they are liable to pay 1.25 lakh to the organization.
5. Probation Period will be of 12 Months.

### Please Note:

Their Joining with HCL is subject to BGV Clearance, Re-hire Policy(incase applicable) and Eligibility criteria as follows :

Minimum 70% throughout in academics(10th, 12th/Diploma & Graduation) & no Backlogs.

::DISCLAIMER::

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The contents of this e-mail and any attachment(s) are confidential and intended for the named recipient(s) only. E-mail transmission is not guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or may contain viruses in transmission. The e mail and its contents (with or without referred errors) shall therefore not attach any liability on the originator or HCL or its affiliates. Views or opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

---

Date: March 16, 2021

**Mr. MitikshSuthar**

206, D-wing, Krishna kunj, charnlpada,

Bhiwandi-421302,MH, INDIA

Dear Mr. Mitiksh,

We are pleased to offer you the position of Associate SAS Consultant at Kruti Solutions. We believe that your skills and experience make you an excellent fit for our team, and we are excited to have you join us in this capacity. Your employment with Kruti Solutions will commence on April 1, 2021, and this will be a remote work arrangement.

Compensation:

- Base Salary: 2,76,000Rupees/Annual

- Benefits:Year-End Bonus, Performance Bonus, Employee Health benefits.

Job Duties and Responsibilities:

As an Associate SAS Consultant, you will play a crucial role in supporting and assisting with tasks and projects under senior's guidance. Your duties will include working on ETL jobs, creating reports, writing SAS code and requirement gathering.

We are confident that your skills and experience align perfectly with the requirements of this position, and we look forward to the contributions you will make to our team.

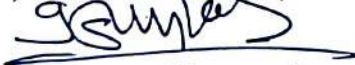
Please review the attached employment contract for detailed information about your compensation package, benefits, and other terms and conditions of your employment. If you accept this offer, please sign and return the employment contract by 26<sup>th</sup> March 2021.

If you have any questions or require further information, please do not hesitate to contact. We look forward to your positive response and to welcoming you to our remote team.

Congratulations once again on your appointment, Mr. Mitiksh. We are eager to have you join us and are confident that you will thrive in your new remote role.

**For, Kruti Solutions**

For, Kruti Solutions



**Partner**

Auth. Signatory

D-3, Building No.03, Timber Market, Sumerpur – 306902(India)

Email - info@krutisolutions.com



**Strictly Private and Confidential  
e-Increment Letter**

**5<sup>th</sup> May 2023**

**Alizain Tejani**

Employee No.: FTPL0008

Role: Software Engineer

Dear Alizain Tejani,

Heartiest congratulations for completing a successful year at Finarya Tech. We thank you for your valuable contribution in this journey wherein we have acquired a large private sector bank as our first client. This is a big positive step and a great validation of our product strength. The achievement and growth attained by Finarya was made possible only with your commitment and hard work.

In view of the above, it has been decided to provide an annual increment of **50%** and revise your existing salary accordingly. The increment is effective 1<sup>st</sup> April 2023.

**COMPENSATION DETAILS**

<b>Sr. No.</b>	<b>Description</b>	<b>Annual CTC (in INR) - Present</b>	<b>Annual CTC (in INR) – Revised</b>
1.	Basic	1,08,000	1,39,068
2.	HRA	59,040	69,540
3.	Special Allowances*	-	47,928
<b>A.</b>	<b>Fixed Pay (Sum of 1 to 3)</b>	<b>1,67,040</b>	<b>2,56,536</b>
4.	Provident Fund (Employer Contribution)	12960	21600
5.	ESIC (3.25% of Basic + Special Allowances)	5429	-
<b>B.</b>	<b>Retiral Benefits (Sum of 4 &amp; 5)</b>	<b>18,389</b>	<b>21,600</b>
<b>C.</b>	<b>Fixed Pay + Retiral Benefits (Sum of A &amp; B)</b>	<b>1,85,429</b>	<b>2,78,136</b>

\*Earlier year salary components such as Conveyance, LTA etc., are merged in Special Allowances

Regd. Office: A-906, Sagar Tech Plaza, Sakinaka, Andheri (East), Mumbai - 400072, Maharashtra, India.

CIN: U72200MH2020PTC341625



We encourage you to continue being part of the Finarya growth story with your commitment, dedication & performance and help us reach newer heights in our journey of progress.

Yours faithfully,

For ***Finarya Tech Private Ltd.***

***Team HR***

**(Note: This is an e-Increment Letter, no signature is required.)**



Karan Thakkar · 3rd

- TransformHub
  - VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE  
Mumbai, Maharashtra, India · [Contact info](#)
- 297 connections

Message [Connect](#) [More](#)

### About

I am a full stack developer flexible in Android and iOS development

### Activity

295 followers

Posts [Comments](#) [Images](#) [Documents](#)

Karan Thakkar posted this · 11mo



Proud Moment [#TransformHub](#) [#gptwcertified](#)

34

3 comments

Karan Thakkar posted this · 11mo

I'm happy to share that I've obtained a new certification: Coherent Spark Certified Tech User [TransformHub](#)



Coherent Spark Certification

1 page

33

2 comments

Karan Thakkar posted this · 11mo

CONTINUAL LEARNING & UPSKILLING is ingrained in the company culture at [TransformHub](#) and has been passed on to all TransformHubians. I'm | ...show more



Certificate's

7 pages

44

2 comments

Show all posts →

### Experience



#### Associate Software Engineer

TransformHub · Full-time  
Jun 2021 - Present · 2 yrs 5 mos  
Mumbai, Maharashtra, India

### Education



#### Universal College of Engineering

Bachelor of Engineering - BE, Information Technology  
2018 - 2021

#### Pravin rohidas patil college of technology

Diploma of Education, Information Technology  
Jul 2014 - Jun 2018

Show all 3 education →

### Skills

C (Programming Language)

Engineering

Show all 5 skills →

### Interests

Companies   Groups   Newsletters   Schools



#### IBM

16,600,779 followers

+ Follow



#### Infosys

8,189,481 followers

+ Follow

Show all companies →

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Practus

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#### Rohit Mhatre · 3rd

AS400 Tester | Insurance Expert | Agile project management | Quality Assurance | ISTBQ certified | Business Analyst

Connect

# CSR Campus Drive -2021

Dear Sujal upadhyay

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

## **OFFER OF EMPLOYMENT**

**Jun 10, 2021**

**To,**

**Srushti Karle**

**Position offered: Project Trainee**

**Hi Vaishali,**

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

### **So what's in it for you?**

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

### Compensation Details

Your annual CTC will be ₹3,00,000/- (Three Lakh Only) P.A.TDS will be deducted as applicable.

The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	138000	11500
HRA	55200	4600
Transport Allowance	27600	2300
Special Allowance	6000	500
Medical Allowance	27600	2300
Gross	254400	21200
Bonus	24000	0
Company contribution to PF	21600	1800
CTC	3,00,000	23000

\*Bonus will be paid proportionately during **2022** Diwali.


Your employment will be effective from **Jun 14, 2021**.

You will be on probation till **Dec 13, 2021** and based on your performance and the company's requirement & on completion of your graduation degree you will be converted to a permanent employee. However this offer is contingent upon completion of a successful reference & background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.

Sincerely,

X 

Rupali Veerkar  
VP - HR

# CSR Campus Drive -2021

Dear Abhilasha varma

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that, you have cleared all the interview processes and further you are entitled to be one among the trainee for CSR Batch. With regards to this program you are now eligible to get trained on JAVA COURSE. The Date of Batch commencement would be officially sent to your registered Email id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant



### SITALA VISHWAKARMA · 3rd

React Native and Android (java)

- Eclat Engineering
- Universal College of Engineering

Mumbai, Maharashtra, India · [Contact info](#)

500+ connections

Connect [Message](#) [More](#)

### About

Innovative React Native(javascript)and Android(java) developer in developing and maintaining applications. Experience in Handling Payment Gateway Integration , Rest APIs, GraphQL API,Json parsing. Willing and Capable to explore and learn new technologies

### Activity

513 followers

Posts [Comments](#) [Images](#)

SITALA VISHWAKARMA posted this · 5mo



9

SITALA VISHWAKARMA posted this · 10mo



I'm excited to start my new job! as a React Native and Android(JAVA) developer at [Eclat Engineering](#)

26

4 comments

[Show all posts →](#)

### Experience



#### React Native Developer and Android(Java)

Eclat Engineering · Full-time

Dec 2022 - Present · 11 mos

Gujarat, India · Remote

Skills: Git · GraphQL



**React Native Developer / Android Developer(Java)**

Digiinterface Pvt. Ltd. · Full-time  
Jul 2021 - Dec 2022 · 1 yr 6 mos  
Mumbai, Maharashtra, India · On-site

**Skills:** Git · axios · React Native · Android Development · Android Studio

**Android Developer**

Aprical Technology · Full-time  
Jan 2020 - Oct 2020 · 10 mos

- Develop functionality using java language. ...

**Education**



**Universal College of Engineering**

Bachelor of Engineering - BE, Information Technology



**University of Mumbai**

BACHELOR'S OF ENGINEERING , Information Technology

**Projects**

**MyLoft**

Dec 2022 - Present



Associated with Eclat Engineering

Show project ↗

**Skills:** GraphQL

**Android Tv App**

Sep 2022 - Present



Associated with Digiinterface Pvt. Ltd.

Show project ↗

Show all 6 projects →

**Skills**

**Git**



2 experiences across Eclat Engineering and 1 other company

**GraphQL**



React Native Developer and Android(Java) at Eclat Engineering



MyLoft

Show all 12 skills →

**Interests**

Top Voices

Companies

Groups

Schools



**Narendra Modi**

Prime Minister of India

4,123,315 followers

Date: 17-04-2021

Dear Rajkumar Chandulal  
Sanchaniya,

We congratulate you on the successful completion of the Fixed Term Traineeship with us. On the basis of your performance, we would like to offer you the position of Business Development Associate- Sales, with effect from 19-04-2021.

Employment Details

**Department** : **Business Development**  
**Employment Type** : **Regular**  
**Designation** : **Business Development Associate- Sales**  
**Work Location** : **Byju's - Mumbai**  
**Onboarding Date/Time** : **19-06-2021 (8:30 AM)**  
**Onboarding Location** : **Virtual Onboarding – Once the office reopens you will be reporting to your work location.**

Compensation Details

**Fixed Compensation** : **INR 5,00,000/-**  
**Variable Compensation** : **INR 3,00,000/-**

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. **Provident Fund**
2. **Income tax deducted at source (which will be governed by the taxation laws of the country)**
3. **Employment/ Professional Taxes**
4. **Dues to company including loans and advances**
5. **Any other applicable statutory deductions**

You will be governed by and agree to abide by the **General Terms & Conditions of Service of the Company** and the provisions of the company's **Code of Conduct**, which will be mentioned in detail in the appointment letter, issued after your joining.

You are requested to join the services of the Company no later than 19-04-2021, failing which you may consider the offer to be withdrawn.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

To accept the offer, kindly sign the document digitally and submit.

Best Regards,

Human Resources  
Think & Learn Pvt. Ltd.

Your Signature   
Sagar Ajaykumar Parmar (Apr 17, 2021 18:22 GMT+5.5)

*This is a system generated document that does not require a signature from Think & Learn Pvt. Ltd.*



7th September 2021

Sub: Offer of employment by Pin Click

Dear **Chirag Gangani**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from 9th September 2021.*

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as **Annexure A**.

**ANNEXURE – A**

**COMPENSATION & BENEFITS STATEMENT – PIN CLICK**

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	<b>Name</b>	<b>Chirag Gangani</b>	
	<b>Designation</b>	<b>Associate Property Advisor</b>	
	<b>Department</b>	<b>Sales</b>	
	<b>Date of Joining</b>	<b>9th September2021</b>	
	<b>CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	<b>Subtotal I / Gross Pay</b>	<b>20,891</b>	<b>2,50,692</b>
<b>B</b>	Professional tax	200	2,400
	PF Employer	792	9,504
<b>A-B</b>	<b>Net Salary</b>	<b>19,899</b>	<b>2,38,788</b>
<b>Benefits</b>			
<b>C</b>	PF Employee	792	9,504
	Gratuity	317	3,804
	<b>SubTotal II</b>	<b>1,109</b>	<b>13,308</b>
<b>Total A + C</b>	<b>Cost to the Company</b>	<b>22,000</b>	<b>2,64,000</b>
	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
<p><b>Note:</b> *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with valid driving license</p> <p>* 3 days of training period</p> <ul style="list-style-type: none"> <li>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</li> </ul>			



The details of your annual earnings are as **Annexure B.**

**ANNEXURE – B**

<b>COMPENSATION &amp; BENEFITS STATEMENT – PIN CLICK</b>			
	<b>Name</b>	<b>Chirag Gangani</b>	
	<b>Designation</b>	<b>Associate Property Advisor</b>	
	<b>Department</b>	<b>Sales</b>	
	<b>Date of Joining</b>	<b>9th September 2021</b>	
	<b>CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	<b>Subtotal I / Gross Pay</b>	<b>23,740</b>	<b>2,84,880</b>
<b>B</b>	Professional tax	200	2,400
	PF Employer	900	10,800
<b>A-B</b>	<b>Net Salary</b>	<b>22,640</b>	<b>2,71,680</b>
<b>Benefits</b>			
<b>C</b>	PF Employee	900	10,800
	Gratuity	360	4,320
	<b>SubTotal II</b>	<b>1,260</b>	<b>15,120</b>
<b>Total A + C</b>	<b>Cost to the Company</b>	<b>25,000</b>	<b>3,00,000</b>
	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
<p><b>Note:</b> *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with valid driving license</p> <ul style="list-style-type: none"> <li>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</li> </ul>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra  
Co Founder



### Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name:

Signature:

Date:

Anticipated Start Date:



9870539392

# *R.K. Infra Projects*

## *Civil Contractor*

Flat No. 104, Om Shree Prathmesh CHS LTD, Sixty Feet Road, Behind Hamara Bazaar,  
Bhayandar West, Mira-Bhayandar (M Corp), Thane - 401101 ✉ rkinfraprojects2017@gmail.com

This is certified that Mr Dhaval Dilipkumar Shah was under the employe of **M/s R.K INFRA PROJECTS.**

He Work as Billing Engineer as well as site engineer from 15/10 2020 to 22.04.2021.

During his tenure of service we found his character and conduct are to be satisfactory. we wish all success in his future.

**M/s R.K INFRA PROJECTS**



## ELEATION's On-Campus Placement Program : Updates & Final Placement Registration Process : Universal college of engineering

1 message

ELEATION <hr@eleation.com>

To: venkatesh.r@universal.edu.in

Dear Venkatesh R & Students,

Greetings from ELEATION...!!!

Thanks for showing interest in ELEATION's On-Campus Placement Process.

Please find the below details :

Online Pre-placement test conducted on : 30-11-2020

Total Number of students registered for online pre-placement test: 20Total

Number of students gave the online pre-placement test: 16

Total Number of students selected in ELEATION will working on HyperWorks Basic To Professional Training Program : 5

Please find the below table containing, Sr. No., Name, College Name, Year, Branch, Semester, Pre-Placement test Score, Student Status, Number of Sessions Completed, Training certificate do

Sr. No.	Name	College Name	Year	Branch	Semester	pre-placement test score	student status
1	<b>Sankalp Mane</b>	Universal college of engineering Mumbai	4th Year	Civil	7th Semester	78	Selected
2	<b>Shubh Soni</b>	Universal college of engineering Mumbai	4th Year	Civil	7th Semester	76	Selected
3	<b>prajwal</b>	Universal college of engineering Mumbai	4th Year	Civil	7th Semester	72	Selected
4	<b>Jay Parmar</b>	Universal college of engineering Mumbai	4th Year	Civil	7th Semester	62	Selected
5	<b>POOJA KADAM</b>	Universal college of engineering Mumbai	4th Year	Civil	7th Semester	62	Selected

All 5 students should follow the procedure mentioned in the mail shared with respective candidates for document submission , which we are going to conduct in May 2021.

If you still find any issue/query feel free to contact us.

Regards,

Apoorv Bapat

Founder and CEO

ELEATION

+91-7387403493

+91-7720040021

[www.eleation.com](http://www.eleation.com)

[Share your reviews](#)

Date – 05/05/2021

Experience Certificate  
To Whom It May Concern

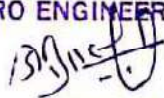
We pleased to certify that **Mr. Prashant Ingale** worked as a Trainee Engineer in our company from 05/03/2021 to 05/05/2021 with our entire satisfaction.

During the above working period he remained as loyal and responsible. His responsibilities included Detailed visual Inspection of structures (bridges, ROB, flyover, conveyor belts), Completed Internal and external Quality Audit and preparing the Quality manuals/Document as per project requirement.

We wish him success in his future endeavors.

Sincerely,

For TEKBURO ENGINEERING PVT. LTD.



Authorised Signatory



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## Appointment letter

---

**Krish Jain** <krishmjain97@gmail.com>  
To: venkatesh.r@universal.edu.in

Mon, Sep 6, 2021 at 12:35 PM

Name:-KRISH JAIN

We are pleased to make you an offer of appointment as Site Engineer in Moksha Construction.  
The following items, which were discussed with you and apply to this employment, are confirmed as follows:-

JOB LOCATION:- You will be placed at BANDRA WEST.

JOB TITLE:- Site Engineer.

REMUNERATION:  
Your overall remuneration will be total of Rs. 240,000/- per annum.

The monthly income is  
Rs. 20,000/-



Venkatesh R [UCOE] <venkatesh.r@universal.edu.in>

---

**(no subject)**

---

**Laxman Shinde** <shindelaxman9920@gmail.com>  
To: "Venkatesh R [UCOE]" <venkatesh.r@universal.edu.in>

Sat, Sep 4, 2021 at 9:55 PM

Company name : pragati developers  
Role : site engineer  
Salary:15000/-

Date: 07<sup>th</sup> July 2021

Niraj Kholakia  
A/12, Sejal Apartment,  
Devi Dayal Road,  
Mulund west

Sub: Offer of employment

Dear Mr Kholakia,

This has reference to your application and the subsequent interview held with us.

We are pleased to offer you the position of **Junior Project Engineer** in our organization. Your remuneration will be Rs. **12,000/-** per month. This offer is subject to your completing continues service of six months with us.

A detailed letter of employment containing the terms and conditions of service would be issued to you on the date of your joining.

We look forward to an affirmative response from you and requesting you to join the company / Site on immediate basis.


At the time of joining you are required to submit the following documents:

1. Copies of educational certificates
2. Relieving letter from your previous employer along with proof of last drawn salary.
3. 2nos. passport size colour photos.
4. Pan Card/ Passport, and Aadhar Copy

We look forward to you joining the company.

Thanking you,

For One Evolve Enterprise Pvt Ltd.

  
Firoj Jena

Chief Executive Officer

One Evolve Enterprise Private Limited  
CIN U74900MH2005PTC153460  
Tel No. 022-6235-2234 / Web. www.onegroup.in  
S.No. 1000(Part), Devdayal Road, Mulund (W), Mumbai 400 060



7th September 2021

Sub: Offer of employment by Pin Click

Dear **Nikit Shetty**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from 9th September 2021.*

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day’ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as **Annexure A**.

**ANNEXURE – A**

**COMPENSATION & BENEFITS STATEMENT – PIN CLICK**

<b>COMPENSATION &amp; BENEFITS STATEMENT – PIN CLICK</b>			
	<b>Name</b>	<b>Nikit Shetty</b>	
	<b>Designation</b>	<b>Associate Property Advisor</b>	
	<b>Department</b>	<b>Sales</b>	
	<b>Date of Joining</b>	<b>9th September 2021</b>	
	<b>CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	<b>Subtotal I / Gross Pay</b>	<b>20,891</b>	<b>2,50,692</b>
<b>B</b>	Professional tax	200	2,400
	PF Employer	792	9,504
<b>A-B</b>	<b>Net Salary</b>	<b>19,899</b>	<b>2,38,788</b>
<b>Benefits</b>			
<b>C</b>	PF Employee	792	9,504
	Gratuity	317	3,804
	<b>SubTotal II</b>	<b>1,109</b>	<b>13,308</b>
<b>Total A + C</b>	<b>Cost to the Company</b>	<b>22,000</b>	<b>2,64,000</b>
	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
<p><b>Note:</b> *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> <li>* The Offer/ Salary Is Subjective to Completion of Training</li> <li>*Two-wheeler is mandatory with valid driving license</li> <li>* 3 days of training period</li> </ul> <ul style="list-style-type: none"> <li>• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</li> </ul>			



The details of your annual earnings are as **Annexure B.**

**ANNEXURE – B**

<b>COMPENSATION &amp; BENEFITS STATEMENT – PIN CLICK</b>			
	<b>Name</b>	<b>Nikit Shetty</b>	
	<b>Designation</b>	<b>Associate Property Advisor</b>	
	<b>Department</b>	<b>Sales</b>	
	<b>Date of Joining</b>	<b>9th September 2021</b>	
	<b>CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	<b>Subtotal I / Gross Pay</b>	<b>23,740</b>	<b>2,84,880</b>
<b>B</b>	Professional tax	200	2,400
	PF Employer	900	10,800
<b>A-B</b>	<b>Net Salary</b>	<b>22,640</b>	<b>2,71,680</b>
<b>Benefits</b>			
<b>C</b>	PF Employee	900	10,800
	Gratuity	360	4,320
	<b>SubTotal II</b>	<b>1,260</b>	<b>15,120</b>
<b>Total A + C</b>	<b>Cost to the Company</b>	<b>25,000</b>	<b>3,00,000</b>
	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
<p><b>Note:</b> *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with valid driving license</p> <ul style="list-style-type: none"> <li>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</li> </ul>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra  
Co Founder



### Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name:

Signature:

Date:

Anticipated Start Date:



---

## Campus Hiring - Class of 2020, Associate Property Advisors in Mumbai, Bangalore, Pune & Gurgaon. Salary 4.8 Lacs

1 message

---

nithya . <nithya@pinclick.in>

Fri, 4 Dec 2020 at 6:15 pm

To: Venkatesh R [UCOE] <venkatesh.r@universal.edu.in>

Dear Sir,

Thank you for the co-ordination.

As we have done with the drive, Please find the list of selected candidates.

- 1.Prashant Parmeshwar Ingale
- 2.Prajwal
- 3.Maharshi Trivedi
- 4.Dudam Rupesh Suresh
- 5.Varad Umesh Gadgil
- 6.Yash Kamalakar Patil

Please let me know when candidates can join us accordingly I will share the offer letter.

[Quoted text hidden]

[Quoted text hidden]



**Jagdish J. Chawda**  
**Paresh Parmar**

**Mob: 9821924836**  
**9819193189**

**Specialist In: All Kinds of Building Construction work**

**Off Add: A-05, Ram Niwas Building, Tapoan Ram Balkada., Rani Sati Marg, Malad (East), Mumbai 400097**

---

Date:10/08/2021

To,  
Mr. Pradeep Parmar

### **Offer Letter**

Dear Pradeep,

Further to your application and subsequent interview you had with us, we are pleased to offer you the position to offer you the position of **Graduate Trainee Engineer – Civil** at our **Site**. **Your annual CTC will be Rs. 252,000/- (Two Lakh Fifty Two Thousand Rupees Only)**  
A detailed letter of appointment governing the terms and condition of the employment with structure of CTC any payment of your compensation will be given to you at the time of joining.

Kindly note that your Job/Service is liable to be transferred at any office/site/branch/sister concern of the company, whether in existence or to be setup in future.

Our offer and your appointment is contingent upon your joining latest by **16<sup>th</sup> August 2021** and submission of below mention documents at the time of joining.

1. ID Proof: **PAN Card(Mandatory)**/ Election Card / Passport / Driving License / Aadhar Card (Any one)
2. Address Proof: Passport / Electricity Bill / Telephone Bill / Voter ID (Any one)
3. 4 self-passport size colour photographs (with white background)
4. Academic Certificates- SSC, HSC, Diploma/Degree/Other certificates if any.

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

We are sure that our association will be enriching. Wish you an excellent career with our association.

Thanking You.  
Yours Sincerely,

For Bharat T Parmar

(Proprietor)

**Declaration:** Offer & CTC is acceptable. I will join within \_\_\_ days. While joining, I shall produce all the required documents, failing which my appointment can be cancelled.

**Place:**

**Date:**

**(Pradeep B Parmar)**

Date – 05/05/2021

Experience Certificate  
To Whom It May Concern

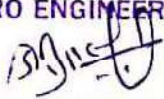
We pleased to certify that **Mr. Smit Choudhari** worked as a Trainee Engineer in our company from 05/03/2021 to 05/05/2021 with our entire satisfaction.

During the above working period he remained as loyal and responsible. His responsibilities included Detailed visual Inspection of structures (bridges, ROB, flyover, conveyor belts), Completed Internal and external Quality Audit and preparing the Quality manuals/Document as per project requirement.

We wish him success in his future endeavors.

Sincerely,

For TEKBURO ENGINEERING PVT. LTD.



Authorised Signatory



---

## confirmation of students working in your organization

---

**Jitendra balote** <tekburo.in@gmail.com>

Mon, Sep 6, 2021 at 7:32 PM

To: "Venkatesh R [UCOE]" <venkatesh.r@universal.edu.in>

Cc: prashant.ingale4321@gmail.com, Smit Choudhari <smitchoudhari40@gmail.com>

Dear Sir,

We are confirming herewith that Mr Prashant Ingale and Mr Smit Chaudhary are working with our company.

Regards,

Jitendra Balote

CEO

TEKBURO ENGINEERING PVT LTD

[Quoted text hidden]

[Quoted text hidden]

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|| Shree Rajal Krupa ||

# SHREE RAJAL ENTERPRISES

Mukesh Patel : 09975713757

Vinod Ramjiyani : 8080726227

A /101, Souparnika, Bldg no. 6, Tuling Road, Vardhman Nagar, Nallasopara (E)

Date :- 04/08/21

## TO WHOM IT MAY CONCERN

This is to certify that Mr. Yash Devlikar student of Universal College of Engineering, has been working as an intern in field of Construction Engineering from 1<sup>st</sup> June to 31<sup>st</sup> August under the guidance of Mr. Mukesh Patel.

During the period of his internship program with us, he had been exposed to different processes and was found hardworking, and self-motivated. His performance exceeded our expectations.

We wish him all the best for his future endeavors.

Warm regards,

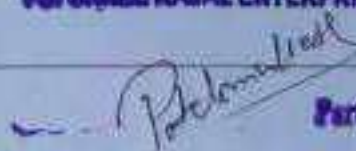


(Authorised Signatory)

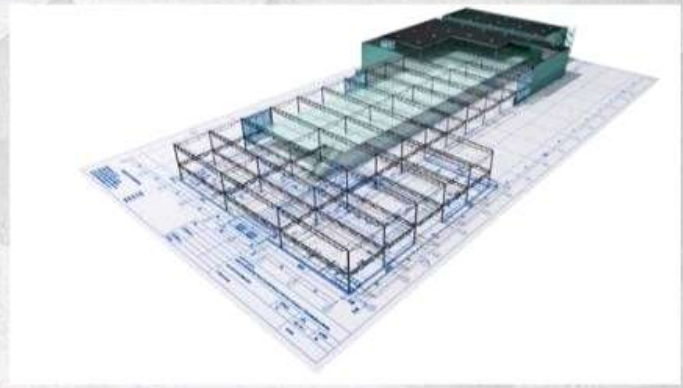
For SHREE RAJAL ENTERPRISES

For SHREE RAJAL ENTERPRISES

Pr



Partner



# Kush Mali

Business Development Executive at RA-Tech Engineering

RA-Tech Engineering  
Mumbai, Maharashtra, India

182 connections

 Message

• 2212

# Experience



## Business Development Executive

RA-Tech Engineering · Full-time

May 2022 - Present · 1 yr 6 mos

Thane, Maharashtra, India

**Skills:** Sales Funnel Optimization · Client Relations · New Client Acquisitions · B... see more



## STRONGBUILT CONSTRUCTIONS PVT LTD

Full-time · 6 mos

Mumbai, Maharashtra, India

### Site Engineer

Mar 2022 - Apr 2022 · 2 mos

**Skills:** Project Management · Site Engineering · Team Building

### QA/QC Engineer

Nov 2021 - Feb 2022 · 4 mos



## Intern

Omkar Realtors & Developers Pvt Ltd. · Internship

May 2017 - Jun 2017 · 2 mos

Mumbai, Maharashtra, India

I did my one month internship during my college as a part of college curriculum and ga... see more



## **Universal College of Engineering**

Civil Engineering, Student

Jun 2018 - Jun 2021

Grade: 7.45

---



## **Vidyavardhini's College of Engineering and Technology**

Diploma of Education, Civil Engineering

Jul 2015 - Jun 2018

Grade: 73.94

---



## **SVKM's Narsee Monjee Institute of Management Studies (NMIMS)**

Master of Business Administration - MBA,  
Marketing Management

Jul 2022 - Jul 2024



# Shrutika Ambekar

Attended UNIVERSAL COLLEGE OF ENGINEERING  
AND TECHNOLOGY-966

UNIVERSAL COLLEGE OF ENGINEERING AND  
TECHNOLOGY-966

Mumbai, Maharashtra, India

3 connections





# UNIVERSAL COLLEGE OF ENGINEERING AND TECHNOLOGY-966

Bachelor of Engineering - BE, Building/  
Construction Site Management/Manager

2018 - 2021

---

## Skills

**Engineering**

---

**Communication**



# Mohak Raut

Project Manager

HDFC Bank • National Institute of Construction  
Management & Research / NICMAR University  
Vasai Virar, Maharashtra, India

163 connections



# Education



## **NICMAR University**

Postgraduate Degree, Project Engineering and Management

2021 - 2023

Grade: 8.69 CPI

Completed Project Thesis on "Empiric... see more

---



## **Universal College of Engineering**

Bachelor of Engineering - BE, Civil Engineering

2018 - 2021

Grade: 8.17 cgpa

Activities and societies: Completed Industry Institute Interaction Course in "Struct... see more



🔍 Mohak Raut

## Experience



### Management Trainee- Infrastructure

HDFC Bank

May 2023 - Present · 6 mos

Mumbai, Maharashtra, India

Handling and Managing Bank Projects and it's Supporting Infrastructure like Retail Br... see more



### Business Development Intern

Lighthouse Learning Private Limited

May 2022 - Jul 2022 · 3 mos

Mumbai, Maharashtra, India

Performed Real Estate Mapping, Prepared Database of Architects & Vendors, Da... see more

**Skills:** Tender Submissions · Lease Negotiations · Business Analysis · Competitive Analy... see more



# Sayali Kadu

Jr Engineer at Nahalchand Laloochand Pvt. Ltd.

Nahalchand Laloochand Pvt. Ltd. • Universal College of Engineering

Mumbai, Maharashtra, India

179 connections



 Message



# Experience



## **Nahalchand Laloochand Pvt. Ltd.**

Full-time · 1 yr 11 mos



### **Junior Engineer**

Sep 2022 - Present · 1 yr 2 mos

Mumbai, Maharashtra, India



### **Traniee Engineer**

Dec 2021 - Aug 2022 · 9 mos

# Education



## **Universal College of Engineering**

Bachelor of Engineering - BE, Civil Engineering

2017 - 2021



# Abhi Sanghvi

Junior Civil Engineer

Vitrag Infra Projects LLP • Universal College of Engineering  
Mumbai

Mumbai, Maharashtra, India

74 connections

 Message

• 2222

# Experience



## Civil Engineer

Vitrag Infra Projects LLP · Full-time

Dec 2022 - Present · 11 mos

Mumbai, Maharashtra, India · On-site

Project Name :- Quadrupling of Railway Track between Virar - Dahanu Road under M... see more

**Skills:** Decision-Making · VBA Excel · Construction Supervision · Engineerin... see more



## Civil Engineer

SKYWAY INFRAPROJECTS PRIVATE LIMITED · Full-time

Nov 2021 - Nov 2022 · 1 yr 1 mo

Mumbai, Maharashtra, India

**Skills:** VBA Excel · Construction Supervision · Engineering Drawings · Site Execution... see more



## Engineer Intern

Shamik Enterprises · Internship

Jun 2019 · 1 mo

Mumbai, Maharashtra, India

**Skills:** Construction Supervision · On Site · Interpersonal Skills · Oral Communica... see more

# Education



## Universal College of Engineering Mumbai

Bachelor's degree, Civil Engineering

2018 - 2021

**Skills:** Interpersonal Skills · Oral Communication · Land Surveying · Structural Engineerin... see more



## Sardar Vallabhbhai Patel Polytechnic

Diploma of Education, Civil Engineering

Jun 2015 - May 2018

**Skills:** Interpersonal Skills · Oral Communication · Land Surveying · Analytical Skills

# Licenses & certifications



## AutoCAD

CADD Centre Training Services Pvt Ltd.

Issued Dec 2020

Credential ID ES191244794

**Skills:** AutoCAD 2D · Autocad Civil · AutoCAD

**Dharmil Mehta**

Digital Marketer



**Dharmil Mehta** (He/Him) · 3rd

Driving Clicks, Conversions, and Customer Love

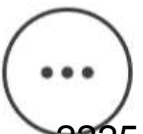
Talks about #seo, #successquotes, #digitalmarketing, #motivationalquote, and #socialmediamarketing

Lavenir Institute of Professional Studies  
Mumbai, Maharashtra, India

915 followers · 500+ connections



[↗ Message](#)



2225

# About

As a passionate digital marketing executive, I am driven by the art of creating innovative and cutting-edge campaigns that deliver measurable results for my clients. My passion for the industry was ignited by my love of tech... see more

## Experience



### Digital Marketing Executive

Condot Systems Pvt. Ltd. · Full-time

Feb 2023 - Oct 2023 · 9 mos

**Skills:** Digital Strategy · Analytical Skills · Social Media Marketing · Search Engine Opti... see more



### Digital Marketing Intern

The Starter Labs · Internship

Aug 2022 - Nov 2022 · 4 mos

Mumbai, Maharashtra, India

**Skills:** Social Media · Digital Marketing · Search Engine Optimization (SEO)

# Education



## Lavenir Institute of Professional Studies

Advanced Digital marketing , Web Page, Digital/  
Multimedia and Information Resources Design

Apr 2022 - Jul 2022

Activities and societies: Cricket, travelling,  
dancing



## Universal College of Engineering

Bachelor of Technology - BTech, Civil Engineering

Jan 2017 - Jun 2021

# Licenses & certifications



## Digital Marketing

HubSpot Academy

Issued Dec 2022

Credential ID

892f17e91f674e24b45f313af408a9f6

Show credential 



## Google Ads Search certification

Google

Issued Jul 2022

Show credential 

**Skills:** Google Analytics



# Vismay Palav

Junior Civil Engineer at MIDC, Mumbai

MIDC • Universal College of Engineering Mumbai  
Mumbai, Maharashtra, India

127 connections



# Experience



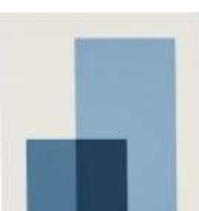
## Junior Engineer

MIDC · Full-time

Mar 2022 - Present · 1 yr 8 mos

Mumbai, Maharashtra, India · On-site

**Skills:** Maintenance and Repair · Water Supply · Cost Estimation · AutoCAD · Project E... see more



## Intern

Satpanth Associates Developers & Contractor · Internship

Jun 2019 - Jul 2019 · 2 mos

Mumbai, Maharashtra, India · On-site

**Skills:** Measurements · Concrete Testing · Site Supervision

# Education



## Universal College of Engineering Mumbai

Bachelor of Engineering - BE, Civil Engineering

2017 - 2021

Grade: 8.11 CGPA

# Skills

## Maintenance and Repair



Junior Engineer at MIDC



# Rahul Patel

Chief Executive Officer at the vivid holidays

Vivid Holidays Group • Universal College of Engineering -  
India

Ahmedabad, Gujarat, India

38 connections



# Experience



## **Chief Executive Officer**

Vivid Holidays Group

Apr 2016 - Present · 7 yrs 7 mos

# Education



## **Universal College of Engineering - India**

Bachelor of Engineering - BE, Information  
Technology

2013 - 2015

# Skills

Travel

---

Leisure Industry

---

Show all 6 skills →



# Dhruv Sudra (He/Him)

BE graduate Civil engineer | execution engineer

RevaBuildcon • Universal College of Engineering  
Mumbai, Maharashtra, India

12 connections



# Experience



## executive enginner

RevaBuildcon · Full-time

May 2023 - Present · 6 mos

Mumbai, Maharashtra, India · On-site

**Skills:** RCC · Project Planning · Quantity estimation · Client Billing · BBS · Auto... see more



## Site Engineer

Unique concrete technology · Full-time

Apr 2022 - Jul 2023 · 1 yr 4 mos

Mumbai, Maharashtra, India

Working as a junior site engineer, handling and management of site, preparing BBS c... see more

**Skills:** BBS · billing · Site Execution · AutoCAD · Microsoft Office · Civil Engineering · C... see more

# Education



## Universal College of Engineering

Bachelor of Engineering - BE, Civil Engineering

# Skills

## On Site



# Surabhi Patil

Student at Universal College of Engineering Mumbai

K C Shah Consultants • Universal College of Engineering  
Mumbai

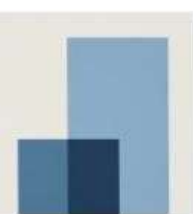
Mumbai, Maharashtra, India

68 connections



2234

# Experience



## Junior Engineer

K C Shah Consultants · Full-time

Sep 2023 - Present · 2 mos

Mumbai, Maharashtra, India · On-site

**Skills:** Structural Engineering · AutoCAD



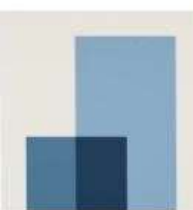
## Professional development

Career Break

Dec 2022 - Aug 2023 · 9 mos

Pune, Maharashtra

I would like to address the reason for leaving my previous job. I found myself in a role t... [see more](#)



## Project Trainee

Neelesh Kanade Group · Full-time

Jul 2022 - Nov 2022 · 5 mos

Pune, Maharashtra, India



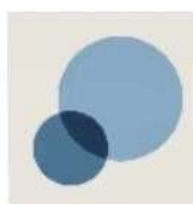
## Research Intern

Teesside University · Internship

Jun 2019 - Jul 2019 · 2 mos

Middlesbrough, England, United Kingdom

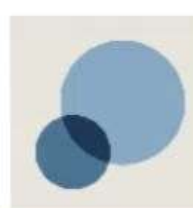
# Education



## Universal College of Engineering Mumbai

Bachelor of Engineering - BE, Civil Engineering

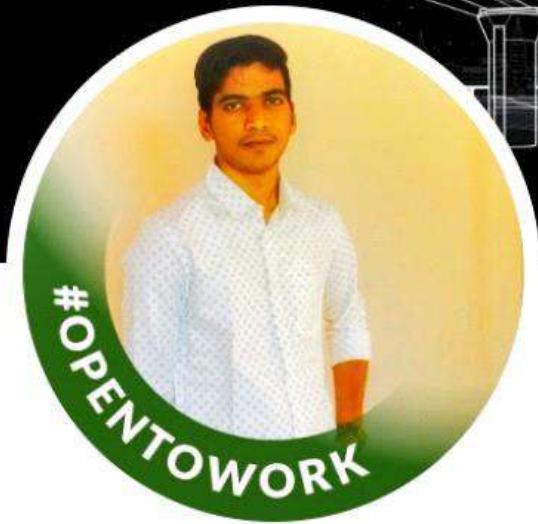
2018 - 2021



## Bhauasaheb Vartak Polytechnic

Diploma of Education, Building Construction

Technology



# Rohit Mali

Civil Engineer

Lele Infratech Pvt. Ltd. • Universal College of Engineering  
Bhiwandi, Maharashtra, India

16 connections



## Open to work

Civil Engineer, Site Engineer, Autocad Designer and Pla...

[Show details](#)

# Experience



## Civil Engineer

Lele Infratech Pvt. Ltd. · Full-time

Nov 2022 - Present · 1 yr 1 mo

Bhiwandi, Maharashtra, India

**Skills:** bbs · Project Planning · On-site Execution · Microsoft Excel · AutoCAD Architectur... see more



## Civil Engineer

Thakre Infra & Consulting · Internship

Feb 2022 - Oct 2022 · 9 mos

Bhiwandi, Maharashtra, India · On-site

**Skills:** Bbs · Microsoft Excel · Quantity Estimation · BBS · Layout work · Site Supervision · ... see more



## Civil Engineer

Elite Enterprises · Full-time

Mar 2022 - May 2022 · 3 mos

Chembur, Mumbai · On-site

**Skills:** Microsoft Word · Microsoft Excel · Site Planning · Civil Engineering · Site Supervision

# Education



## Universal College of Engineering

Bachelor's degree, Civil Engineering

Jun 2015 - Jun 2021

**Skills:** Microsoft PowerPoint · Microsoft Word · Microsoft Excel · AutoCAD Architecture



## B. N. N. College, Bhiwandi

H. S. C., Science

.Jun 2013 - Feb 2015

Ref : C-DAC:P:HRD:2022:CAMP:1851

April 29, 2022

Mr. Mayur Pralhad Bilapate

20A/303, Pancharatna Green Village CHS Ltd, Kashigoan, Celebrate the Girl Child  
Mira Road (E), Thane (D), Mumbai, Maharashtra : 401107, India and Enable Her Education

Mob No: 8369744751



सी-डैक इनोवेशन पार्क,  
स.नं. 34/B/1,  
पंचवटी, पाषाण,  
पुणे - 411008, भारत  
C-DAC Innovation Park,  
S. No. 34/B/1,  
Panchavati, Pashan,  
Pune - 411008, India  
फोन / Tel: +91-20-2550 3100  
www.cdac.in

**Sub: Offer of appointment on contract on consolidated salary basis as  
'Project Engineer'**

Dear Mr. Mayur Pralhad Bilapate

This has reference to your interview you had with us on 20/04/2022'. We are pleased to appoint you as 'Project Engineer' purely on contract basis from date of joining to June 30, 2025 on consolidated salary. This contractual appointment is against time bound projects undertaken by C-DAC. The terms and conditions of your appointment are as under:

- 1) You shall be paid a Consolidated Salary of Rs.50000 pm (Rupees Fifty Thousand Only) (all inclusive) without any other allowances. In addition, you shall be eligible for medical reimbursement, Contributory Provident Fund (CPF), Leave and TA/DA for official Tours as per the rules or guidelines as applicable from time to time for appointments made on contract on consolidated salary in C-DAC.
- 2) You are required to join at C-DAC, Pune on or before 10/5/2022. In case of your failure to report on 10/05/2022, your offer of appointment will stand withdrawn automatically without any further intimation.
- 3) Your appointment is for the project 'AAI - Design & Development of a Unified Block Chain Framework'. However, C-DAC at its discretion, shall deploy you to other project(s) fully or partially at any time without notice, as per the organizational requirements. Your appointment on contract on consolidated pay is from the date of your joining till June 30, 2025 or till the end of your requirement in the project, whichever is earlier.
- 4) Your first place of posting will be at C-DAC, Pune. However, C-DAC reserves the right to assign duties to you in any location where C-DAC has its centre or project site. For joining the post you have to report at HRD Dep C-DAC, Pune.
- 5) This letter does not imply renewal of contract automatically unless explicitly renewed or extended by a formal written communication. Your services shall stand automatically ended on expiry of the period of current contract.
- 6) C-DAC reserves the right to end the contract and terminate your services by giving 45 days' notice or 45 days' salary in lieu thereof without assigning any reason.

M. Bilapate

[Signature]



HR COPY

Ref Code: AEPL/Mumbai/HR/production/Offer - 001

22<sup>nd</sup> June 2022.

To,

Mr. Abhishek Vichare

Subject: Offer for employment with M/s Ambetronics Engineers Pvt. Ltd., Mumbai.

Greetings from Ambetronics Engineers Pvt. Ltd.!

We are pleased to inform you that post successful clearance of your interview and technical test, the Company has decided to offer you an employment with the Company as "Engineer – Production Department"

You are required to furnish Photocopies of the documents mentioned in the List of Documents Pan card, Aadhar card, 2 photos, cancelled copy cheque, educational details like all educational documents Xerox and any one original documents, Xerox copy, resignation acceptance letter from current employer, exp letter/Appointment letter from last employer, relieving letter by scan copy by email along with hard copy required at the time of joining at our office.

You are expected to keep the salary package as discussed offered to you strictly confidential and not to disclose and / or discuss the same with any other employer of your current Company & also when you join with our employees at our office.

Your appointment will be subject to favorable Background Verification Report as per Company process at the time of your joining & others terms conditions discussed with you along with service agreement which was share to you by email with all others terms & conditions with you.

<On Continuation Sheet>

Date: 22<sup>nd</sup> July 2022.

AEPL/HR/AL/Prod/002

Mr. Abhishek Vichare

206 Shivmalhar App, Phool Pada Road, Virar East, 401305.

Subject: Appointment Letter.

Reference: as per ref discussion dated 22<sup>nd</sup> June 2022 duly accepted by you.

With reference to your successful clearance of the interview and technical test and practical Test you had with us from 21<sup>st</sup> June 2022 above-referred letter the Management is pleased to appoint you in the services of M/s Ambetronics Engineers Pvt. Ltd. "Engineer – Production" with effect from 15<sup>th</sup> July 2022 in Production Department on the following terms and Conditions are applicable you from day of joining.

### 01. Commencement of Employment Term

- 1.1 Your appointment with the Company is with effect from 15<sup>th</sup> July 2022.
- 1.2 Your employee code is: 00218.
- 1.3 You shall be reporting to Mr. Pramod Walve. the instructions given by him / her to ensure the fulfillment of your Job Roles and Responsibilities as mentioned in Annexure I

### 02. Salary and Allowances

- 2.1 The details of your Salary and Allowances as a Cost to Company (CTC) are mentioned in Annexure II, which is subject to modifications as per the terms of appointment.
- 2.2 You are expected to keep your CTC details strictly confidential and not to share the same with anyone in the company.

### 03. Probation and Confirmation of Services

- 3.1 You will be on probation for a period of Six months from your date of joining.

**14. Legal Jurisdiction:**

14.1 Any disputes shall be referred to Mumbai Courts only, and Mumbai will be considered as the place where the said issue has arisen, where arbitration if any may be considered to reconcile the differences / settle the issues reported.

The above-mentioned terms of your appointment letter will not be considered as changed / deemed to be changed unless they are communicated to you in writing duly signed by the authorized signatory.

We welcome you into our Company and look forward for a mutually fruitful and beneficial association.

You are requested to sign and return the duplicate of this letter as a token of your acceptance of the terms and conditions of your employment as stated hereinabove.

For M/s Ambetronics Engineers Pvt. Ltd.



Authorized Signatory  
Human Resources and Administration

Encl: As mentioned in the appointment letter.

ACCEPTANCE

Date: 13<sup>th</sup> December 2021

**Mr. Nisarg Manohar Kapure**

Akshay chs, Plot no 48,  
Flat no 402, Gorai 2,  
Borivali (West),  
Mumbai 400092

Dear **Nisarg Manohar Kapure**

With reference to your interviews and discussions with us we are pleased to offer you the position of “**Software Specialist**” on the terms and conditions as set forth below:

1. **Date of Commencement** : **10<sup>th</sup> January 2022**
  
2. **Bond Period** : You will serve eClinicalWorks India Pvt Ltd for a minimum period of 1 year, from the date of execution under the bond. As a guarantee you agreed to pay a cheque amounted **2 months gross salary** as security. In the event of the said cheque being required to be deposited on account of breach of the bond, then the company will be at liberty to treat the said amount as being due and payable by you to the company by way of Debt and the company will be at liberty to file recovery proceedings in this regard.
  
3. **Period of Offer** : The period of offer is as follows:
  - i You will be initially trained for a period of three months from the date of Commencement mentioned herein above. If you complete the training successfully to the satisfaction of the Company (of which the Company will be the sole judge), you will thereafter be placed on probation for a further period of three months. If you do not complete the training successfully, then your trainee services will be determined upon the efflux of the said training period. If you complete the probation period successfully to the satisfaction of the Company (of which the Company will be the sole judge) and if you are found to be fit for confirmation after due assessment, you will be confirmed in employment. If you do not complete the probation period successfully, then your probationary services will be determined upon the efflux of the said probationary period.
  
  - ii If, however, it is any time found that any representation made by you to the Company prior to this Offer being made to you - including but not limited to any verbal representation, any information contained in your Curriculum Vitae, any supporting document or any other factual matter concerning you - was not entirely correct or truthful; then your employment shall be liable for summary dismissal without any notice, payment in lieu of notice or any compensation. Further, in such a case, the Company shall have the right to seek such other remedies as may be available to it in law including the right to damages, prosecution etc.
  
  - iii. This offer is only valid if you are not an Ineligible Person under the Office of Inspector General’s List of Excluded Individuals/Entities.

**eClinicalWorks India Pvt. Ltd.**

Boomerang A-701 to 705 & Part B1 706, Chandivali Farm Road, Near Chandivali Studio, Andheri (E), Mumbai - 400072, India.  
T: +91-22-67375000 F: +91-22-67375100 | www.eclinicalworks.com  
(CIN # U72200MH2006PTC165289)

**4. Scope of Work :** The scope of your work/duties/expected skill sets/expected performance etc. have been discussed with and explained to you during your interviews and discussions.

**5. Place of Work :** Your current place of work will be Mumbai, however you may be deputed at the parent/associate company sites, client sites or partner sites outside of Mumbai (Overseas or other India metros).

**6. Salary :** Your gross annual remuneration will be **Rs.300,000/-(Rupees Three Lakh only)** on CTC (Cost-to-the-Company) basis. The CTC break up will generally be as per Company policy and applicable tax provisions from time to time. The primary components of your CTC initially shall be as per Exhibit A attached.

**7. Background Verification :** The Company will be conducting a background check/screening procedure in your matter as a measure of full disclosure. In the event of the said background check/screening procedure showing negative on any parameter, this offer will stand determined and revoked with immediate effect.

**8. Notice of Relieving :**

- i. During your training and assessment period, this employment may cease to exist any time, by giving 7 days' notice in writing by either side.
- ii. During your probation period, this employment may cease to exist any time by giving 30 days' notice in writing by either side.

**9. Counterparts :** This Offer and its Acceptance may be executed in multiple counterparts, each of which shall have the force and effect of an original.

**10. General :**

- i. Please note that the contents of this Offer and any subsequent Employment Letter/Agreement are confidential and shall not be discussed with any other person.
- ii. The Company may from time to time revise its HR policies and, subject to those being applied generally to all or a class of employees without discrimination, and being lawful, will apply to you ipso factor.

### 11. Maternity Benefit Act:

i. Any woman employee of eclinicalworks entitled to maternity benefit under the provisions of the Maternity Benefit Act, 1961 and the rules may give notice in writing in Form 1 appended to the Maternity Benefit Rules to her employer, stating that her maternity benefit and any other amount to which she may be entitled under the act may be paid to her or to such person as she may nominate in the notice and that she will not work in any establishment during the period for which she receives maternity benefit

We welcome you within our fold and trust that your association with ECW will be exciting and mutually rewarding.

This Offer is valid for 7 days. You are requested to return the duplicate copy of this letter, duly signed by you in token of your acceptance of the above Offer.

**Yours sincerely**  
**For eClinicalWorks India Pvt Ltd**

**Pert  
wyn  
Jose  
ph**

Digitally signed by  
Pertwyn Joseph  
DN: CN=Pertwyn  
Joseph,  
E=anjali.makhija@  
eclinicalworks.com  
Reason: I am the  
author of this  
document  
Location:  
Date: 2021-12-13  
11:19:25  
Foxit Reader  
Version: 9.3.0

**Human Resources**

Date: 13<sup>th</sup> December 2021

**AGREED AND ACCEPTED BY ME**



**(Nisarg Manohar Kapure)**

Date: 12/14/2021

**eClinicalWorks India Pvt. Ltd.**

Boomerang A-701 to 705 & Part B1 706, Chandivali Farm Road, Near Chandivali Studio, Andheri (E), Mumbai - 400072, India.  
T: +91-22-67375000 F: +91-22-67375100 | www.eclinicalworks.com  
(CIN # U72200MH2006PTC165289)

**Annexure**

**Name: Mr. Nisarg Manohar Kapure**  
**Annual CTC**

	<b>Particular</b>	<b>Yearly (Amount in Rs.)</b>
a.	Basic	156,287
b.	HRA	78,144
c.	LTA	7,815
d.	Medical Reimbursements	15,000
e.	Shift Allowance	24,000
f.	Company's Contribution to PF @ 12%	18,754
<b>Total</b>		<b>300,000</b>

The above remuneration is subject to deduction of Income Tax, Professional Tax, PF and any other taxes as per law subsisting from time to time.

It is understood that the Company offers the CTC herein above stated. The components of CTC could change, though its quantum will not, depending on the Company HR policies, tax law, industry practice etc. at the discretion of the Company and subject to any such change being consistent with tax and other applicable regulations.

**eClinicalWorks India Pvt. Ltd.**

Boomerang A-701 to 705 & Part B1 706, Chandivali Farm Road, Near Chandivali Studio, Andheri (E), Mumbai - 400072, India.  
T: +91-22-67375000 F: +91-22-67375100 | www.eclinicalworks.com  
(CIN # U72200MH2006PTC165289)

HRD/3T/1002436394/21-22

September 17, 2021

Mr. Shashikumar Jaiswar

Sambhaji Chawl, D.M Road, Vakola Pipeline Santacruz-East, Mumbai-400056

Sambhaji Chawl, D.M Road, Vakola Pipeline Santacruz-East, Mumbai-400056

Mumbai-400056

India

Ph: +91-7400242159

Dear Shashikumar,

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**

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

HRD/1002436394/21-22

September 17, 2021

Mr. Shashikumar Jaiswar  
Sambhaji Chawl, D.M Road, Vakola Pipeline Santacruz-East, Mumbai-400056  
Sambhaji Chawl, D.M Road, Vakola Pipeline Santacruz-East, Mumbai-400056  
Mumbai-400056  
India

Ph: +91-7400242159

Dear Shashikumar,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

### **Joining**

Your scheduled date of employment with us will be **23-Sep-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.

**ANNEXURE - I**  
(Compensation during the Training)

<b>COMPENSATION DETAILS</b> (All figures in INR per month)	
NAME	<b>Mr. Shashikumar Jaiswar</b>
ROLE	<b>Systems Engineer</b>
ROLE DESIGNATION	<b>Systems Engineer Trainee</b>
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
<b>MONTHLY GROSS SALARY</b>	<b>22,328</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>25,000</b>
<b>TOTAL GROSS SALARY</b>	<b>25,000</b>

<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**ANNEXURE - II**  
(Compensation post Unit allocation)

<b>COMPENSATION DETAILS</b> (All figures in INR per month)	
NAME	<b>Mr. Shashikumar Jaiswar</b>
ROLE	<b>Systems Engineer</b>
ROLE DESIGNATION	<b>Systems Engineer Trainee</b>
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
<b>MONTHLY GROSS SALARY</b>	<b>22,328</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>25,000</b>

<b>4. INCENTIVE COMPONENTS</b>	<b>At an indicative Payout of 5%</b>	<b>At indicative Payout of 10%</b>	<b>At indicative Payout of 20%</b>
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>	<b>26,250</b>		
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>	<b>27,500</b>		
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>	<b>30,000</b>		

<b>OTHER BENEFITS</b>				
<b>Scheme</b>	<b>Eligible Amount In INR</b>	<b>Interest</b>	<b>Monthly Instalments</b>	<b>Margin Money (To be borne by the employee)</b>
<b>SALARY LOAN (subject to submission of Trainee Agreement)</b>	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



PRO/GM/202315

01<sup>st</sup> August 2023

To,  
Aishwarya Dukhande  
Trainee- UIUX Designer  
Emp Code: 633

**Sub: Promotion Letter.**Dear **Aishwarya**,

Consequent to the review of your performance, the Management has decided to promote you as **Assistant UIUX Designer**.

The Compensation & Benefits along with other Terms & Conditions of your employment remain unchanged.

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

For Gray Matrix Solutions Pvt Ltd.

*Poonam Kumari*

Poonam Kumari  
Head of HR and Operations

I have read the contents of this letter and the same are acceptable to me.

*Aishwarya Dukhande***Aishwarya Dukhande (633)**

+91 22 61728100



info@graymatrix.com  
www.graymatrix.com



G1001, Lotus Corporate Park,  
Goregaon (E), Mumbai-400 063, India



Dear Yugandhara,

We are delighted to have you joining the Mphasis family on **Oct 21, 2021**. Please find below the joining location (on-boarding) details.

**Virtual Video Induction: Link to join the induction session will be sent to you by the Onboarding partner before 10 am on your Date of joining.**

Address given below is only for other communication purposes:

**Mphasis Limited, Upper Ground Floor to Level 1, 3, 4th 'A' wing, 5, Tower IV, Cyber City**

**Contact Person:**  
Musfica Begum  
**Contact Details:**

020-2066170054  
**Mobile Number:**  
7820970279



October 19, 2022

Dhairavi Jadeja

Dear Dhairavi:

Nutanix, Inc., a Delaware corporation (the "Company"), is pleased to offer you employment with the Company on the terms described below.

1. **Position.** You will start in a full-time position, as **Systems Reliability Engineer II** and will report to David Nguyen, Sr. Manager, Worldwide Support. Your currently anticipated start date is June 05, 2023. This position is considered an exempt position for purposes of federal and state law, which means that you are not eligible for overtime pay. The position also requires that you regularly and periodically work on a weekend and Company holiday(s). Your employment with the Company is contingent upon receipt of proof of your eligibility to work in the United States (as required by law), completion of your university degree, satisfactory reference and background checks. In addition to a background check conducted at the outset of your employment, a second Educational Background Check will be completed 90 days following your start date to verify completion of your degree. Should you not be able to provide evidence of successful completion of your degree, you are subject to termination and repayment of any relocation lump sum or retention bonus, if applicable. By signing this letter, you confirm with the Company that you are under no contractual or other legal obligations that would prohibit you from performing your duties with the Company.

As a Company employee, you will be expected to abide by the Company's rules and standards. Specifically, you will be required to sign an acknowledgment that you have read and that you understand the Company's policies and rules of conduct which will be made available to you at onboarding, including, but not limited to, the Code of Conduct of Business Conduct & Ethics and the Employee Handbook.

In compliance with federal immigration law, you must provide documentary evidence of your identity and eligibility for employment in the United States. On your first day of employment, please bring the originals of the documents that you wish to present. You will be asked to complete the relevant portion of an Employment Eligibility Verification Form (I-9). For information on the list of acceptable documents please see <https://www.uscis.gov/i-9-central/acceptable-documents>. On your first day of employment you must have documents to verify your identity and by the end of your third business day of employment you must provide documents to verify your legal work authorization in the US. If you do not verify your authorization to work by the third business day, your employment may be terminated.

This offer of employment, as well as your continued employment by Nutanix, are contingent upon receiving the appropriate approvals from the United States Citizenship and Immigration Services agency and/or any other relevant United States government agency. If such approvals are not received, you may have to cease employment with Nutanix and may have to depart the United States. In particular, by accepting this offer of employment, you understand that there are a number of contingencies related to your immigration status over which Nutanix has no control. These include, without limitation, your failure to timely obtain work authorization such as F-1 Curricular Practical Training (CPT) or F-1 Optional Practical Training (OPT). In the event that your ability to lawfully work in the US expires or otherwise becomes invalid Nutanix may, in its sole discretion, identify an alternative work location outside the US in alignment



with its business needs. However, in the event that no suitable alternative position outside the US can be accommodated, the employment relationship may be terminated.

2. **Compensation.** Your starting base salary will be **\$123,000** per year, payable in bi-weekly installments on the Company's regular payroll dates, and in accordance with the Company's normal payroll procedures. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect and as amended from time to time.

3. **Relocation Lump Sum Payment.** In order to assist you with relocation to the **San Jose area**, the Company will provide you with a Relocation Lump Sum Payment. The Company will pay you the Relocation Payment in a lump sum gross payment of **USD \$10,000** and that amount is subject to standard payroll deductions and withholdings. Please consult with your personal tax provider for any tax related questions. The Relocation Lump Sum Payment will be paid to you on the first regular payroll period following your start date and can be used to cover and reimburse valid moving expenses, including airfare and shipping of personal goods Nutanix has partnered with Plus Relocation Services to provide you access to a self-help tool called Elo Assist to help you coordinate your move if you would like assistance. You will receive an email with login information in order to access the information in the coming days.

For all relocation questions please reach out to the Nutanix Global Mobility & Immigration Team ("GMI") at [GlobalMobility@nutanix.com](mailto:GlobalMobility@nutanix.com) or one (1) of the internal contacts below:

Heidi Wilson: Sr. Global Mobility and Immigration Manager  
[Heidi.Wilson@nutanix.com](mailto:Heidi.Wilson@nutanix.com)

Vangie Nishimoto: Global Mobility & Immigration Specialist  
[Vangie.Nishimoto@nutanix.com](mailto:Vangie.Nishimoto@nutanix.com)

**Repayment Obligation for Relocation Benefits Payments.** Relocation Benefits/Lump Sum Payments are fully refundable to and recoverable by the Company and must be paid back by the Employee directly to the Company on an amortized basis, subject to the following terms of this paragraph. The Relocation Benefit costs and/or Lump Sum Payments shall be amortized at a rate of 1/24th over the next 24 months of the Employee's continuous service with the Company. In the event the Employee voluntarily resign from the Company or is terminated for "Cause" within the first 24 months of the Employee's relocation becoming effective, the Employee must repay the outstanding amortized amount of the Relocation Benefits costs and/or Lump Sum Payment within 30 days of the Employee's termination date.

By signing this offer letter, you, the Employee: (1) accept the terms of the Relocation Benefits/Lump Sum Payment policy as set forth herein and acknowledge the Employee's obligation to repay an amortized amount of the Relocation Benefit/Lump Sum Payment and (2) hereby authorize the Company to withhold upon termination of the Employee's employment (if the Employee's termination is within 24 months of the relocation becoming effective the amortized Relocation Benefit/Lump Sum Payment from the Employee's final paycheck, and any other compensation (including earned commissions, notice pay and/or severance), provided termination is for any reason set forth herein.



provision of this letter agreement is held invalid, the invalidity shall not affect other provisions or applications of the letter agreement which can be given effect without the invalid provision or application. To this end, the provisions of this letter agreement are severable.

If you wish to accept this offer, please sign and date both the enclosed duplicate original of this letter and the enclosed Confidential Information & Inventions Assignment Agreement and return them via DocuSign. This offer, if not accepted, will expire at 4:00 pm PT on the third business day after it is delivered to you via DocuSign.

We look forward to having you join us.

Sincerely,  
Nutanix, Inc.

Anja Hamilton  
EVP and Chief People Officer

ACCEPTED AND AGREED: I confirm I am Dhairavi Jadeja and I intend to electronically sign this document. I intend that my electronic signature shall be binding upon me in the same way as my handwritten signature.

Dhairavi Jadeja

DocuSigned by:  
Dhairavi Jadeja (Signature)  
93407391CF05424...  
10/25/2022 Date



Date: - 13<sup>th</sup> July 2021

## **LETTER OF APPOINTMENT**

Dear Anand Singh,

**THIS AGREEMENT** made on 13<sup>th</sup> July 2021 between **R-Tech Information Systems (100% owned subsidiary of Infojini consulting headquartered in Maryland, USA)**, a Partnership Firm Governed by Indian Partnership Act 1932, and having its registered office at **808, Ashar IT Park, B Wing, 8th Floor, Road No. 16, Wagle Estate, Thane West - 400604**. (Hereinafter referred to as the "Organization" which expression shall, unless it is repugnant to the context or meaning thereof, deem to mean and include its successors and assigns) of the One part

And **Anand Singh** citizen of India, holding Permanent Account Number (PAN) **HDKPS9072Q** & currently resident at **C/203, Laxmiben Chheda Park, Achole Road, Gala Nagar, Nallasopara East, Thane, Maharashtra – 401209**.

On the following terms and conditions:-

This offer is subject to satisfactory verification of your character, antecedents and testimonials.

### **1) Appointment:-**

- 1.1 You shall be appointed at the position of "**Trainee Recruiter – US Staffing**"
- 1.2 Your Date of Joining will be your date of appointment.
- 1.3 Your initial place of posting is at Thane. The company reserves the right to change your place of posting by transferring you or placing you on deputation to any of its offices, subsidiaries or associated companies in any location within or outside India.
- 1.4 Your appointment with the company is subjected to:
  - (a) You are undergoing a pre - employment medical examination, If required and being declared fit;
  - (b) The accuracy of the testimonials and information provided by you;
  - (c) Your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

808, Ashar IT Park, B Wing, 8th Floor, Road No. 16, Wagle Estate, Thane West - 400604.



We welcome you and wish you a very successful career with the company.

**15) Acceptance of Terms & Conditions of Service: -**

In accepting employment with **R-Tech** undertake to confirm to the Company's rules and regulations and agree to abide by the terms and conditions set out in the above Letter of Appointment, the provisions set out in the Company's Services, Rules and the Code of Conduct and all other Company policies now in force and as may be amended or added from time to time and such provisions shall be deemed to have been incorporated into my terms of employment.

I agree that the Employment Contract Documents constitute my entire agreement with the Company concerning in topics covered. They replace completely any earlier or contemporaneous communication or agreement with the Company about these topics. Any dispute arising concerning your services with the company or associates or partners will be governed and settled by the courts in Mumbai jurisdiction only.

Please return to us the duplicate copy of this letter, duly signed, as a token of your having read and understood the terms and conditions of your appointment completely and accepted.

For **Rtech Information Systems,**

DocuSigned by:  
  
B7217C4869FF420...

**Rashi A P**

**Senior Executive – Human Resources**

I, **Anand Singh**, agreed to this with R-Tech Information Systems, according to the terms within.

DocuSigned by:  
  
E880D7FEB724422

**Employee Signature**

**Date: 13<sup>th</sup> July 2021**



### Annexure (Salary Break up)

<b>Name of Candidate</b>	<b>Anand Singh</b>	
<b>Location</b>	Thane	
<b>Designation</b>	Trainee Recruiter – US Staffing	
<b>PF Status</b>	No	
<b>Particulars</b>	<b>Per Month</b>	<b>Per Annum</b>
Basic Salary	15015	180180
HRA	3754	45045
Personal Allowance	2681	32175
<b>Sub Total (A)</b>	<b>21450</b>	<b>257400</b>
<b>Variable Pay (B)</b>	<b>0</b>	<b>0</b>
<b>Total CTC (A+B)</b>	<b>21450</b>	<b>257400</b>
<b>Net Payable Inhand</b>	<b>21450</b>	<b>257400</b>
Additional Benefits*	0	0
Note: -All compliance and law of land will be implemented as and when applicable		

**Notes:**

1. All payments are subject to appropriate taxation.
  2. All payments would be as per company's rules & regulations, and administrative procedures in force.
  3. The salary structure is liable for modification from time to time.
  4. Company's & Employee's contribution to PF is calculated considering basic pay of ₹.15000/-.
  5. PF, ESIC, Gratuity, Bonus, Professional Tax, & TDS are applicable as per respective acts.
  6. Gross Salary excludes Employee's PF contribution, P.T, & applicable TDS.
- All Payments, like Salary, Perquisites, Reimbursements, Incentives, Bonuses and Commissions are all subject to the Provisions of Tax Laws. The mentioned CTC Salary if effective from your date of joining and the Net salary will solely depend on your investments and other statutory withholdings according to the Tax Laws.



**Vaibhav Sawant** · 2nd  
Software Engineer at Capgemini

Mumbai, Maharashtra, India · [Contact info](#)

338 connections



VIDYA VIKAS EDUCATION  
TRUST UNIVERSAL COLLEGE  
OF ENGINEERING, THANE

## Education



**Universal College of Engineering**

Bachelor of Technology, Electrical, Electronics and Communications Engineering  
2017 - 2021

## Skills

React Js

Java





DO SOMETHING GREAT

## Vinayak Nambiar

Strategic Account Specialist at Oscorp Global Agency

Mumbai, Maharashtra, India · [Contact info](#)

 Oscorp Global Agency

 Universal College of Engineering Mumbai

### Education



Universal College of Engineering Mumbai

Bachelor's degree, Electronics and telecommunication Engineering

### Skills

Industrial Sales

Influencer Marketing



Support Toabh 19 Dec 2022



to me ▾

# TOABH

Dear **ANIWARYA PAWAR,**

Your Talent Registration with **TOABH** has been onboarded.

We really appreciate you joining **TOABH**. Let's do awesome business together and spread the achievements.

You're going to love it!



me 19 Dec 2022



to creativestoabh ▾

Thank you 🤝

Pleased doing business with you ✨





**M/s Vedant Cueing Private Limited**  
604, 06<sup>th</sup> Flr, Ashar Millennia, Next to Vijay Sales  
Kapurbawdi, Thane (W) - 400 607  
Tel: +91 22 2584 0492 / 2584 0494  
URL: www.vedantgroup.net  
CIN No.: U72900MH2018PTC315098

**Date: - 19<sup>th</sup> September, 2022**

To,  
Mr. Ajay Maurya  
A-501, Ganesh Darshan Apartment,  
Diva-Manpada Road,  
Dombivli East – 421201

**Subject: Appointment Letter**

Dear Mr. Ajay,

**1. Job Title**

We are pleased to offer you the position of “**Engineer – Network Services**”

**2. Date of Joining**

Your joining date is **19<sup>th</sup> September, 2022.**

**3. Location**

You will be working for our client **M/s ECI Telecom India Pvt Ltd.** Your work location will be at Mumbai. You may have to relocate to other locations, as dictated by the need of business.

**4. Salary**

You will be paid salary of **Rs. 552,000/- PA (Five Lacks Fifty Two Thousand only)** per annum on a cost to company.

<b>Particulars</b>	<b>Amount/Month</b>	<b>Amount/Annum</b>
<b>Fixed Salary</b>	<b>Rs. 46,000/-</b>	<b>Rs. 552,000/-</b>
Basic	17,620/-	211,440/-
HRA	8,810/-	105,720/-
Conveyance Allowance	1,600/-	19,200/-
Medical Allowance	1,250/-	15,000/-
Education Allowance	200/-	2,400/-
Other Allowance	14,570/-	174,840/-
PF Employer Share	1,950/-	23,400/-
<b>Grand Total</b>	<b>Rs. 46,000/-</b>	<b>Rs. 552,000/-</b>

# Additional Benefits – Insurance will be payable as per company policy.

# Gratuity will be payable as per “The Payment of Gratuity Act 1972”

**5. Full-time Employment**

While the company employs you, you will not undertake employment with any other person or organization, with or without remuneration in cash, stock or any other consideration



**M/s Vedant Cueing Private Limited**  
604, 06<sup>th</sup> Flr, Ashar Millennia, Next to Vijay Sales  
Kapurawadi, Thane (W) - 400 607  
Tel: +91 22 2584 0492 / 2584 0494  
URL: [www.vedantgroup.net](http://www.vedantgroup.net)  
CIN No.: U72900MH2018PTC315098

## **6. Termination of Service**

- a) You will automatically retire from the services of the company on attaining the superannuation age of 58 years.
- b) Either side can terminate the services by serving a notice period of **Sixty days** or by paying gross monthly salaries in lieu of the notice period. The management keeps a right to terminate the services for any reasons whatsoever and the employee also has a right to terminate the services for reasons whatsoever.
- c) If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
  - i) Return to work within 8 days from the commencement of such absence and
  - ii) Give explanation to the satisfaction of the management regarding such absence.
- d) 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" in the case of reasonable suspicion of misconduct, disloyalty and commission of an act involving moral turpitude, any act of indiscipline or inefficiency.
- e) In event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you prior to completion of the stipulated notice period of two months, without any pay in lieu of the notice period.
- f) All employment disputes will be governed under the jurisdiction of Mumbai Courts.

## **7. Background Check**

This appointment is subject to satisfactory reference check and verification of your educational qualifications and testimonials. ("Background Check"). If the results of your Background Check are unsatisfactory, either before or after you begin your employment with the Company, then the Company reserves its right to withdraw its offer of employment; and, if you have already accepted the offer, your employment shall not take effect and/or the Company may terminate your employment with the minimum period allowable per law.

## **8. Company Policies**

You will be bound by company policies and amendments that may be made from time to time. The policies will cover hours of work, leave, termination of employment by you or the company, non-disclosure, non-solicit, etc.

To indicate your acceptance please sign the attached copy of this offer letter of receipt and return it to us. We look forward your acceptance of the offer, and a mutually rewarding association.

**Sincerely yours,**

**For M/s Vedant Cueing Pvt Ltd**

**Mangesh Patole**  
Managing Director





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207270630/Pune**  
**Date: 29/08/2022**

Mr. Prashant B Nair  
C-202 Poonam Palace,  
Tirupati Nagar,  
Virar-401303,  
Maharashtra.  
Tel# -

Dear Prashant B Nair,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

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

**TCS Confidential**  
**TCSL/DT20207270630**

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India  
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

*Prashant* 1



Head Office: 27, Vaswani Mansions, 5th Floor, Dinshaw Vachha Road, Opp. K.C. College, Churchgate, Mumbai – 400 020. India  
Tel: 91 – 22 – 43222333 Fax: 91 – 22 – 22854453 Email: info@geebeeworld.com Website: [www.geebeeworld.com](http://www.geebeeworld.com)

**Date: January 6<sup>th</sup>, 2021**

To,

Meet Rakesh Shah,  
D-204,  
Shree Ram Apartments,  
Behind Milap Cinema,  
Kandivali (W),  
Mumbai,  
Maharashtra – 400067.

Dear Meet,

**Sub: Letter of Appointment**

We are pleased to appoint you as Consultant – Admin Executive in Geebee Education Pvt. Ltd., Churchgate, for a period of 12 months beginning January 17<sup>th</sup>, 2022 and ending January 16<sup>th</sup>, 2023.

You will be paid a professional fee of Rs.22,000/- ( Rs. Twenty Two Thousand Only) per month. You will also be paid an additional lump sum amount of Rs.24,000/- ( Rs. Twenty Four Thousand Only) at the completion of 12 months of contract, over and above the monthly remuneration. This additional amount will not be paid, in case your contract is discontinued for any reason whatsoever, within any of these 12 months. You are required to submit your invoice for all payments from the Company. Any statutory deduction that may be applicable from time to time will be deducted from your consolidated remuneration.

This contract is currently based on work from home. This contract is offered subject to the terms and conditions, attached herewith, which are without any limitations and in addition to the usual and lawfully expected duties and obligations: We advise you to carefully go through the enclosed terms and conditions and return the duplicate copy of the same, duly signed by you, in token of your acceptance of this letter.

For GeeBee Education Pvt. Ltd.

Deepti Sanghi

Head- HR

Signature:

Date:

Candidate ID: 5172103 /1018265,

Date of Joining: 11/11/2021,

Joining Location: Mumbai,

Designation: Analyst,

**Dear Pranjal Ashok Sankhe,**

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

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

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

#### Address

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

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

1.	Hard copy / email copy of Capgemini offer letter shared with you
	<p>Employment Documents:</p> <p><b><u>Current Employment( Immediate Previous)</u></b></p> <p>a) Relieving letter /Experience Certificate( if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory)</p> <p>2. b) Payslips for last 3 months  c) Form 16  d) Salary Account 6 months Bank Statement  e) Letter of appointment/Offer letter from employer which captures start date</p> <p><b><u>Previous Employment</u></b>  Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day</p>
3.	<p><b><u>Education Documents</u></b></p> <p>a) 10 Marksheet and certificate.  b) 12th marksheet and Certificate.  c) Graduation Marksheets and certificate/Diploma certificate.  d) Post-Graduation Marksheets and degree certificate(If applicable)  e) Any other relevant certificate</p>
4.	<p><b><u>Proof of identity/ Address</u></b></p> <p>a) PAN Card  b) AADHAR Card  c) Passport  In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs</p> <p>i) Voters Id  ii) Driving License  iii) Ration card  iv) Electricity Bills  v) Gas card  vi) Notarized Self Affidavit</p>
5.	Passport size photographs(6 nos)
6.	<p><b><u>Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable)</u></b></p> <p>a) Form 16/Form 26AS  b) Bank statement for 6 months  c) Shop License</p>
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

**In the absence of the above listed documents your onboarding may be delayed or deferred.**

Kindly note:

- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:15AM, and contact security at the main gate for your entry pass.

Best Regards,  
Team HR

The information contained in this message is proprietary and confidential. Copyright © 2013. All rights reserved by Capgemini.

## EMPLOYMENT OFFER LETTER

Capgemini Ref: 5172103 /1018265,

11/10/2021,

Pranjal Ashok Sankhe  
flat no 203, lake view B,,  
Mumbai ,Maharashtra,  
India

### Confidential

**Dear Pranjal Ashok Sankhe,**

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 **11/11/2021** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

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

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

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

## Annexure - A

**Pranjal Ashok Sankhe**

**Analyst**

Total Cost to Company (CTC).

**Rs.300,002.00**

Monthly Components	Per Month	Annualized
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements – 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements – 2 +	Rs. 0	Rs. 0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
<b>Gross monthly salary</b>	<b>Rs.21,828.00</b>	<b>Rs. 261,936.00</b>
<b>Statutory payments ++</b>		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs 8,664.00
<b>Total Fixed Compensation</b>		<b>Rs.292,200.00</b>
<b>Total Cash Compensation</b>		<b>Rs.292,200.00</b>
<b>Benefits</b>		
Medical, Accident & Life Insurance Premium		<b>Rs. 7,802.00</b>
Capgemini contribution to ESI		Rs.0.00

Total Cost to Company		Rs. 300,002.00
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### Annexure - B

Pranjal Ashok Sankhe

Analyst

Total Cost to Company (CTC).

Rs.380,006.00

Monthly Components	Per Month	Annualized
Basic	Rs. 15,000.00	Rs. 1,80,000.00
House Rent Allowance	Rs.9,000.00	Rs108,000.00
Other Allowance and Reimbursement - 1	Rs.1,199.00	Rs. 14,388.00
Other Allowance and Reimbursement - 2	Rs.147.00	Rs.1,764.00
Advanced Statutory Bonus	Rs.3,149.00	Rs.37,788.00
<b>Gross monthly salary</b>	<b>Rs.28,495.00</b>	<b>Rs.341,940.00</b>
<b>Statutory payments ++</b>		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.722.00	Rs.8,664.00
<b>Total Fixed Compensation</b>	<b>Rs.31,017.00</b>	<b>Rs.372,204.00</b>
<b>Total Cash Compensation</b>	<b>Rs.31,017.00</b>	<b>Rs.372,204.00</b>
<b>Benefits</b>		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Capgemini contribution to ESI		Rs.0.00

<b>Total Cost to Company</b>		<b>Rs.380,006.00</b>
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# You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

<b>Other Allowance &amp; Reimbursements - 1</b>	<b>Annualized</b>
Remote Working Allowance	19800.00
Books and Journals	24000.00
Professional Pursuit	180000.00
Conveyance Allowance	63,600.00

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

<b>Other Allowance &amp; Reimbursements - 2</b>	<b>Annualized</b>
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

**Notes:**

1. The payroll processing will be as per Company policy notified from time to time.
2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

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

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

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

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

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

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

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

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

Name:  
Signature  
Date:




**Aditya Kanada** · 2nd

ITIL 4 Certified

Mumbai, Maharashtra, India · [Contact info](#)

194 connections

 **NEC Software Solutions (India)**

 **University of Mumbai**

## Experience



### Associate

NEC Software Solutions (India) · Full-time

May 2022 - Present · 1 yr 6 mos

Mumbai, Maharashtra, India



### Technical Support Engineer

Reliance Industries Limited · Full-time

Sep 2021 - Dec 2021 · 4 mos

Mumbai, Maharashtra, India



### Student Intern

Rashtriya Chemicals & Fertilizers Limited · Internship

Jan 2019 · 1 mo

Alibag, Maharashtra, India

Understood and monitored the technical aspects of the industry.



### Student Intern

Bharat Sanchar Nigam Limited · Internship

Dec 2018 · 1 mo

Alibag, Maharashtra, India

## Education



University of Mumbai

Bachelor of Engineering - BE, Electronics Engineering  
2014 - 2021

## Licenses & certifications



Azure Active Directory: Basics

LinkedIn

Issued Mar 2023

Show credential 

Skills: Azure Active Directory



Microsoft 365 Essential Training for Administrators

LinkedIn

Issued Jan 2023

Show credential 



**Sahil Ranim** · 2nd

Vision Inspection | Quality Engineer | Java Programmer | Electronics Engineer

Talks about #javadeveloper

Mumbai, Maharashtra, India · [Contact info](#)

70 followers · 59 connections

 Proteus Electronics Pvt. Ltd.

 VIDYA VIKAS EDUCATION TRUST UNIVERSAL COLLEGE OF ENGINEERING, THANE

## Experience



### Engineering Trainee

Proteus Electronics Pvt. Ltd. · Full-time

Nov 2022 - Present · 1 yr

Mumbai, Maharashtra, India · On-site

Work as a Trainee Engineer , production Engineer, Quality check

**Skills:** Customer Satisfaction · Quality Management · Production Management



### Lecturer

Cm techno solution · Part-time

Feb 2022 - Mar 2022 · 2 mos

Malad

## Education



### Universal College of Engineering

Bachelor of Engineering - BE, Electrical and Electronics Engineering

2017 - 2021

Grade: 6.63 cgpa

Activities and societies: major project:- garbage waste management using iot



### Ismile Yusuf college of science and commerce

12, Science

Jul 2015 - May 2017

Grade: 54%

Activities and societies: cricket, kabaddi and outdoor sports



### Shree Ekveera Vidayalya

10th, Marathi medium

Mar 2015

Grade: 82%

Activities and societies: outdoor sports and participate in project exhibition