



### Q<sub>n</sub>M 5.2.1

**Average percentage of placement of outgoing students during the last five years.**

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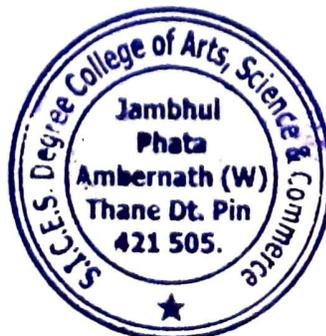
**S.I.C.E. Society's**  
**Degree College of Arts, Science and Commerce, Ambarnath (W.)**  
Jambhul Phata, Chikhloli, Ambarnath(West)-421505  
(Affiliated to University of Mumbai)

**List of placement of outgoing students during the last five years (2015-16 to 2017-18)**

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2015-16	Bhaskar Swami, Bhaskar Swami, R.M. 3806, Mahalaxmi Nagar Opp. Heramb Medical, Ambarnath (E.) 421501. Contact No. 8888779315	T.Y. B.Sc. Physics	Million Minds Managements Services Ltd. Mumbai	1,33,092 Per a.
2016-17	Akshayaveni Valmiki, Flat No.117, First Floor, Matoshree Nagar, Near Goandevi Road, Ambarnath (W), Contact No. 8805094868	T.Y. B.Sc. : Microbiology	IQVIA , Thane	2,61,708 Per a.
	Ashishkumar Bind, Radhey Apt., Room No.1, A- Wing, Golewadi, Shivaji Chowk, Near Gajanan Temple, Badlapur (E), Contact No. 8806582492	T.Y.B.Sc. I.T.	TCS, Thane	1.93 Per a.
2017-18	Bundate Susmita Dattu, H-16/4, Near Haanuman Mandir, Ordnance Estate, Ambarnath (E). Contact No. 7721930320	T.Y.B.Sc. Chemistry	CalScientific (India) Pvt Ltd, Mumbai, 400080, +91-22-2565-9752	1,82,304 Per a.
	Sagar Kamble B-3, Room No.04, Sai Baba Nagar, Subhash Tekadi, Ulhasnagar -4, Contact No. 964365132576	T.Y.B.Sc. : Microbiology	Fazlani Exports Pvt.Ltd.	1,82,592 Per a.
	Prathamesh Gundappa Mahamuni, R.No.9, 02nd Floor, Vishvihar Apartment, Manjarli Goan, Badlapur (W). Contact No. 8378811736	T.Y.B.Sc. IT	Forbes Technosys Ltd. Mumbai	1,58,400 Per a.
	Pranoti Bhokare, 302, Harsh Apartment, Near Navare Nagar, Behind Jondhale College, Ambrnath (E). Contact No. 7506645658	T.Y.B.Sc. IT	BRIQUE Technology Solutions and Consulting Pvt. Ltd. C 210, Maruti Darshan CHS, Navghar Rd., Mulund (E). Mumbai – 400 081 +91 9167 53 9176   info@brique.in	96,000 Per a.

  
**Dr. Yogesh S. Shelar**  
IQAC Co-ordinator

**IQAC COORDINATOR**  
SICES DEGREE COLLEGE OF ARTS, SCIENCE & COMMERCE  
Jambhul Phata, Ambarnath (W)



  
**Dr. Harshal M. Bachhav**  
10/03/21  
**I/c Principal**

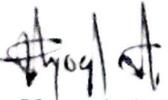
S.I.C.E.S. Degree College of Arts, Science & Commerce  
Ambarnath - 421 505.

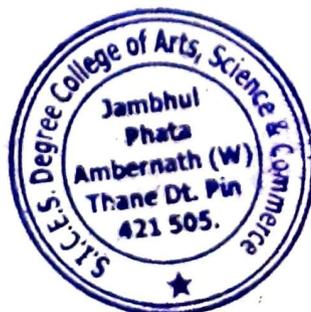


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**Jambhul Phata, Chikhholi, Ambarnath(West)-421505**  
(Affiliated to University of Mumbai)

**List of placement of outgoing students during the last five years (2018-19)**

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2018-19	Tejswi Pawar, Shri Jai Bhavani, Apartment.B-103, B-Cabin Road, Near Bijankur Hospital, Ambarnath(E), 9970559747	T.Y. B.Sc. Microbiology	Ashirwad Hospital and Research Center,Jijamata Udyan.Ulhasnagar, Mobile No. 9970008939	1,56,000 Per a.
	Bagul Jyoti Bhagwan R-3, Vanashrushti Chawl, Ambarnath (W), Contact No. 8668244621	T.Y.B.Com.	Technotorc Tools Pvt. Ltd. Ulhasnagar-4 Contact No : 9766049616, Tel.: +91 9766049616, Website: www.technotorc.com	1,08,000 Per a.
	Pandey Sanjay Jagdish K.B. Road, Buwapada, Ambarnath (W) 9145738220	T.Y.B.Com.	Yashaswi Academy for skill prabhat Road Pune 411004, Tel.: +91 20 67492727, Website: www.yashaswiskills.edu.in	1,26,000 Per a.
	Parkar Vikram Sachin 118, A Wing, Bhagirathi Darshan Apt., Golewadi, Badlapur (E) 421503, Contact No. 9850627051	T.Y.B.Com.	Magic Special Purpose Machineries Pvt. Ltd. TTC Industrial Area, MIDC, Rabale (E) 400701, Tel.: +91 22 27604020, Website: www.magicspm.com	90,000 Per a.
	Koli Navin Room no. 2895, New Balaji Nagar, Ambarnath (W) 421501, Contact No. 9762479830	T.Y.B.Com.	ATOS/SYNTEL Nr. Airoli railway station, Airoli 400708, Tel.: +91 22 41132	1,85,000 Per a.
	Shrinivas Anugakonda Shivaji Nagar, Ulhasnagar 4. Contact No. 9637778891	T.Y.BAF	ATOS/SYNTEL Nr. Airoli railway station, Airoli 400708, Tel.: +91 22 41132	1,85,000 Per a.
	Venkatesh Devendra Sagar, R-8, Khuntavli, Ambarnath(W), Contact No. 8983103183	T.Y.BBI	WIPRO HR Services India Private Ltd. Airoli West, Website: www.wipro.com Tel.: +91 22 3389 3000	2,14,000 Per a.
	Shaikh Saima Khwaja Mohiddin, R-81, Wollen Chawl, Ambarnath (W). Contact No. 7757890944	T.Y.BBI	WIPRO HR Services India Private Ltd. Airoli knowledge Park, Airoli West, Website: www.wipro.com Tel.: +91 22 3389 3000	2,14,000 Per a.
	Noronha Karen Valancia, H. No. 1571, Gautam Nagar, Ambarnath West	T.Y.BMS	WNS Global Services Pvt. Ltd. LBS Marg, Vikhroli West. Tel. : +91 22 40952100	3,60,192 Per a.
	Dewari Kartik Yallappa, Ambaranth(W)	T.Y.BMS	WIPRO HR Services India Private Ltd. Airoli West, Website: www.wipro.com Tel.: +91 22 3389 3000	214000 Per a.
	Pandey Pratik Buwapada, Ambarnath West	T.Y.BMS	State Street Syntel Services, Belapur Road, Navi Mumbai, Tel.: +91 22 41137503	185000 Per a.
	Gaurav Tiwari, Sharda Chowk, Buwapada, Opp, Gupta Kirana Store, Ambarnath(W), Contact No.7030352371	T.Y. B.Sc. IT	Vashi, Navi Mumbai • hello@officebing.com • Phone : 1800-121-2464	1,20,000 Per a.

  
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**List of placement of outgoing students during the last five years (2019-20)**

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2019-20	Rahul Giri, E-601, Kartik Residency, Opposite Indian Petrol Pump, Katrap, Badlapur (E), Contact No. 9860448486	T.Y. B.Sc. Physics	Southerland, Vijaynagaram, Chennai, 600042, India. <a href="https://www.sutherlandglobal.com/">https://www.sutherlandglobal.com/</a>	420000 Per a.
	Jyoti S. Gupta, Shivling Nagar, Khamkarwade, Near Vrindavan park Building, Ambarnath(W.) Contact No.9172152936	T.Y. B.Sc. Microbiology	SRL Diagnostics Private Ltd., Prime Square, 1-5 floors, Near Gaiwadi Industrial Estate, S.V.Road, Goregaon (W), Mumbai-400062 Tel.: 022-67801111 / 022-71241111	2,22,000 Per a.
	Siddharth Sharma, Matoshree Nagar, Bldg-4/E, Flat No-217, K.B Road, Wimko Naka, Ambarnath(W.) 9699363515	T.Y. B.A.F.	Inventurus Knoweldge Solutions Pvt. Ltd.	2,50,000 Per a.
	Ms. Jeevitha Rajendran Mudaliar, R.no.518, Chinchpada, Dhondu Patil Chawl, Ambarnath (W), Contact No. 9503894528	T.Y. B.A.F.	Datacore Technologies Pvt. Ltd. KHR House, Palace Road Vasanthnagar, Bangalore – 560 052	1,80,240 Per a.
	Suman Das, Panvelkar Vellozia, A 503, Bhoslay Nagar, Badlapur(E), Contact No. 7066629172	T. Y. B.M.S.	Ergode IT Services Pvt. Ltd. 43, Jamndas Industrial Estate, Mulun (West), Mumbai-400080, Website: ergodeinc.com, Contact No. +91-22 25920999	1,80,000 Per a.
	Nair Arnold Simon, Vrindavan Vatika 101, Near Don Bosco School, Ganeshnagar, Badlapur(West), Contact No. 9921742713	T. Y. B.M.S.	Multi-Living Technologies Private Ltd. 7 <sup>th</sup> Floor, Lodha Excelus, Apollo Mills Compound, N.M. Joshi Marg, Mahalaxmi, Mumbai-400011, Tel.: +91 2271519034, Email-ID: compliance@doma.co.in	20,000 Per Month (60 days Internship)

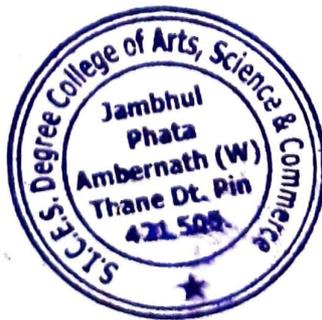
*Dr. Yogesh S. Shelar*  
10/03/2021

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**SICES DEGREE COLLEGE OF ARTS, SCIENCE & COMMERCE**  
**Jambhul Phata, Ambarnath (W)**



*Dr. Harshal M. Bachhav*  
10/3/2021

**Dr. Harshal M. Bachhav**

**I/c. Principal**

**I/c Principal**

**S.I.C.E.S. Degree College of Arts, Science & Commerce**  
**Ambarnath - 421 505.**

Ref. No : **TP35083**

Date- **12-Aug-2017**

EMP Code : **CMS-MUM-0139**

Name : **Mr. Bhaskar Swami**

Address : R. No. 3806, Mahalaxmi Nagar, Opp Heramb Medical, Ambarnath (E)

## LETTER OF EMPLOYMENT

**Dear Mr. Bhaskar Swami**

We are pleased to appoint you in our organization as **Viewing Officer** subject to the following terms and conditions:

1. Your contract will commence from **12-Aug-2017** and expire on **11-Feb-2018** during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. Details of your salary break up with components are as per the enclosure attached herewith.
3. This contract shall be terminable by either party giving 15 days notice in writing or salary in lieu of notice, to the other party.
4. You will, with effect from **12-Aug-2017** be deputed by the company to work at the **CMS Computer Ltd at MUM**, either onsite or offshore, depending upon the requirement / project need.
5. Your appointment will be valid after submission of police verification certificate and documents required by us or client.
6. You will be governed by the policies of the client's organization with respect to leave and holidays.
7. In case of continuous absenteeism for 3 or more days at one stretch or for 5 or more days on 3 occasions without intimation, the management reserves the right to take disciplinary action, including termination of contract.
8. You can be transferred from one location to another location or to a different business unit, geographical location and reporting identification on daily basis or as per the project requirement.
9. Your standard working hours shall be 8 hours a day.
10. You must adhere to company / clients rules & regulations. Any misconduct may result in immediate termination.
11. In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of Million Minds (manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both in conjunction.

## CONFIDENTIALITY

You should maintain confidentiality about the work and not to disclose any information outside the working premises, if any breach of confidentiality, then strict action will be taken against you.

## CONFLICTS OF INTEREST

- a) You shall not directly or indirectly engage yourself in any other profession, studies or business or enter the services of or be employed for any part of your time by any other person whatsoever without the written permission of the management. You shall hold yourself in readiness to perform any duties required of you by your superiors to the best of your ability.
- b) That no right, much less a legal right, shall vest in you to claim employment or otherwise seek absorption in the establishment where you are deputed to provide services by the company nor shall you have the right whatsoever to claim the benefit and /or emoluments that may be permissible or paid to the employees of the said Client.

## GENERAL

- a) We trust you have not provided us with any false declaration or willfully suppressed any material information. In case it comes to the notice of the management that the particulars given by you in your application were wrong or concealed, your term shall be rendered void ab-initio and will, therefore be deemed canceled automatically. In such a contingency you shall be liable to be discharged from services forthwith.
- b) That while in service of the company you will also be governed by the terms of service, conditions and code of conduct, which exist and to be enforced from time to time. You will be liable to strict disciplinary action in case of commission of misconduct.
- c) It may clearly be understood that this understanding of assignment and compensation with you will automatically become null and void in case of the services rendered being terminated by the Client of Million Minds Management Service Limited. Due to unforeseen / business reasons, since Million Minds Management Service Limited. is in the business of outsourcing services.
- d) You shall further agree to abide by any other terms, conditions and policies declared by the company from time to time.

## NOTICE PERIOD

This agreement contract is terminable, without assigning any reason, by either party giving 15 days notice period. you must submit all company assets / Id cards on last working day without the same your full & final settlement will not be processed, if you are agreeable to the aforesaid terms and conditions, please return duplicate copy to this letter with your signature thereon, signifying your acceptance thereof.. we sincerely hope that your close collaboration with our organization will be beneficial to both of us

Annexure  
Salary Break- UP

Designation: **Viewing Officer**

Components of Salary	Amount p.m. (Rs)	Remarks
Basic	5800	
HRA	580	
Spl Allowance	3428	
Conveyance	800	
Bonus	483	
Communication	0	
Petrol Allow	0	
Gross Salary	11091	
PF @12.00%	696	
ESIC @0.75%	84	
P.Tax	200	
NTH	10111	

**For Million Minds Management Services Limited**



**Authorized Signatory**

Dear Sir,

I have understood the terms and conditions of this agreement and the implications thereof. I hereby accept the offer with aforesaid terms and conditions and agree to abide by the same.

Signature of the candidate

EMPLOYEE



**Akshaweni**  
Valmiki

IQVIA

02/28/2024

PAYSLIP FOR THE MONTH

Emp Code	1025856	Emp Name
Department		Cost Center
Location	Thane India	Designation
Date of Birth	07-10-1996	Bank A/c No
Date of Joining	25-02-2019	Gender
UAN	101245310804	

Earnings	Amount	YTD
Basic Salary	10,313.00	103,130
House Rent Allowance	5,157.00	51,570
Transport Allowance	0.00	4,800
Medical Reimbursement	0.00	3,750
LTA	0.00	2,577
Statutory Bonus	2,000.00	20,000
Special Allowance	6,364.00	49,762
<b>Total Earnings</b>	<b>23,834.00</b>	<b>235,589</b>

Net Pay : Rs. 21,809.00



09-JUL-2018

## Letter Of Appointment

Mr. Aashishkumar Bind  
TCS - Trivandrum

Dear Mr. Aashishkumar,

Further to your acceptance of our offer letter vide TCSL/DT20184269740/Trivandrum dated 30-Apr-2018 we are pleased to appoint you in our organisation in grade YG as Graduate Trainee.

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

You will be on Training for a period of 12 months from the date of your joining i.e. 09-JUL-2018 and will be confirmed thereafter, if found suitable, in a regular grade.

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

Your Associate number is 1543131.

Yours sincerely,  
For TATA Consultancy Services Limited

VASUDEVAN RAJAGOPALAN  
Head Talent Acquisition - India

### **TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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

Date: 12<sup>th</sup> March 2020

Ms. Sushmita Dattu Bundate  
H Type 16/4, Near Hanuman Mandir,  
Ordnance Estate,  
Ambarnath (W).

(Tel No. : + 91 – 77219 30320)

Sub: Offer Letter

Dear Ms. Sushmita Bundate,

Subsequent to our meeting, we at CalScientific (India) are pleased to offer you the role of **“Officer – Calibration Support”**, on the terms and conditions as governed below;

1. You shall join us not later than **13<sup>th</sup> of April, 2020** at our **office**, located at 204, Marathon Maxima, LBS Marg, Mulund, Mumbai – 400080.
2. You shall be reporting to **Team Leader – Calibration Support**.

This is only an offer letter. Your detailed Appointment Letter shall be given to you on your date of joining.

Kindly sign a copy of this letter and return the same to us as a token of your acceptance on the terms and conditions mentioned herein above.

The offer will automatically stand cancelled if we do not receive your confirmation on the date of joining immediately OR if you fail to join us on 13<sup>th</sup> of April, 2020.

We welcome you aboard and look forward to a long and fruitful association.

Thanking you,  
Yours truly,

For CalScientific (India) Pvt. Ltd.



Reshma Rahul Hadshi  
Manager Human Resource

*I accept the offer and confirm that I shall join the company as stipulated in this offer*

Ms. Sushmita Bundate  
Date of Joining: 13<sup>th</sup> Apr, 2020

## ***List of documents to be submitted at the time of joining.***

1. 5 passport size photograph (with white background)
2. Photocopies of marksheets of academic certificates (SSC, HSC, Graduation)
3. Photocopies of professional certificates, if any.
4. Experience and / or relieving letter from all the previous employers
5. Last 3 months payslip.
6. Photo- ID proof (Passport OR Election Card OR Adhaar Card) (2 copies)
7. Residential Proof (Ration Card OR Adhaar card OR Passport) (2 copies)
8. Photocopy of PAN Card (2 copies)
9. Photocopy of the Bank pass book and one cancelled cheque.
10. Following Medical tests reports from a certified Pathology Lab.  
CBC, Blood group, RBS, S. Billirubin, SGPT, SGOT, S. Creat, Chest Xray, Urine Routine.

**CalScientific (India) Pvt. Ltd.**204, Marathon Maxima, LBS Marg Mulund (West)  
Mumbai - 400 080

Payslip for the month of : Oct-2020



Employee Code : 0130	PF Account Number : 10120
Name : Sushmita Dattu Bundate	UAN : 123456789101
Designation : Officer - Calibration Support	PAN Number : ECLPB3818L
Department : Calibration	Bank Detail : HDFC Bank Ltd - 1234
Location : Mumbai	ESI Number : 3414688569

<b>Earnings</b>	<b>Amount(Rs)</b>	<b>Deductions</b>	<b>Amount(Rs)</b>
BASIC	12750.00	Provident Fund	1530.00
House Rent Allowance	4100.00	Profession Tax	200.00
Education All.	200.00	Employee State Insurance	128.00
<b>Total(Rs.)</b>	<b>17050.00</b>	<b>Total(Rs.)</b>	<b>1858.00</b>
		<b>Net Amount :</b>	<b>15192.00</b>

"This payslip is computer generated, hence no signature is required"

**FAZLANI EXPORTS PVT. LTD.**



**MHAPE**

Employee No : **6279**  
 Date of Joining : **26-07-2018 00:00:00**  
 Employee Name : **SAGAR KAMBLE**  
 Designation : **MICROBIOLOGIST**

Month & Year : **January 2020**

UAN No : **101349336974**  
 PF No. : **TH/VSH/0116240/10213**

Paid Days : **31** Present Days: **27**

ESIC No. : **3414573706**  
 Salary Account No.: **'50100266502659**

Leave Particulars	Opening	Credited	Extra Credited	Availed	Closing
Extra Credit :	1.00	0.00	2.00	1.00	2.00
Encashable :	14.00	2.00		0.00	16.00
Ded from Salary:				0.00	

**Remark:**

Pay Head	Monthly Package (Rs.)	Earnings for the Month ( Rs.)		Total Deduction (Rs.)	Net Salary (Rs.)
		Standard in (Rs.)	Arrears in (Rs.)		
BASIC	4,800	4,800			
HRA	2,351	2,351			
BONUS MONTHLY PAYMENT	400	400			
<b>Reimbursements</b>					
CONVEYANCE REIMB	3,000	3,000			
MEDICAL REIMBURSEMENT	2,000	2,000			
EDUCATION REIMB	2,000	2,000			
CONVEYANCE REIMBURSEMENT LOCAL	50	1,350			
<b>Deduction</b>					
PF				576	
ESI				109	
	14,551	15,901		685	<b>15,216</b>

*Note: This is a computer generated payslip and no signature is required.*



Fazlani Exports Pvt. Ltd.



Name: Sagar Kamble

Employee Code: 6279

Blood Group: O+

Authorised Signatory

December 09, 2019

To,  
Mr. Prathamesh Gundappa Mahamuni  
Mumbai

Dear Prathamesh,

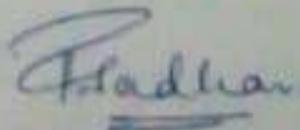
We are pleased to inform you about the offer of 'Apprentice' at Forbes Technosys Limited under the compliance to the provisions of The Apprentices (Amendment) Act, 1973 and 1986; on the following terms & conditions:

1. Your Date of joining will be effective from December 09, 2019
2. During the apprenticeship, you will be paid a stipend of Rs. 13200/- p.m. (Less. Statutory deductions - ESIC, Professional Tax).
3. You will carry out the tasks given to you from time to time.
4. On completion of your apprenticeship period, subject to your performance and availability of a suitable vacancy, the Company may offer you permanent employment. However, during the tenure of your apprenticeship your service can be terminated by giving one day's notice from either side.

If the above terms & conditions are acceptable to you, please sign and return the duplicate copy of this letter as a token of your acceptance of the above terms.

Yours faithfully,

For FORBES TECHNOSYS LIMITED



Pallavi Jadhav  
Sr. Manager - HR & Admin

### Forbes Technosys Limited

Corporate Office: Plot No. C - 17 & 18, Road No. 16, Vagle Industrial Estate, Thane (W) - 400 004, India  
(T) +91-22-42879292 (Web) www.forbestechnosys.com  
Regd. Office: Forbes Building, Chhatrapati Raju Marg, Fort, Mumbai - 400 001, India  
Corporate Identity Number: U29290MH1991PLC292929



**FORBES**  
TECHNOSYS LIMITED

## APPOINTMENT LETTER

Dated: **MARCH 18, 2019**

**MISS PRANOTI BHOKARE,**

This has reference to your application and the subsequent interview discussions you had with us. We are glad to offer you employment with BRIQUE Technology Solutions and Consulting Pvt. Ltd. on the following terms and conditions:

1. **Position:** You are being appointed as “**JUNIOR WEB DEVELOPER**”.
2. You will initially be **based at** Mumbai.
3. Your appointment is subject to your being **medically fit** at all times.
4. **Compensation and Benefits:**
  1. You will receive compensation of **Rs. 96,000 (Ninety Six thousand Only) per annum**. Income Tax or any other statutory deductions will be done at source. You may receive a performance based variable incentive that will be discretionary & based strictly on performance.
  2. On completion of **Probation Period of 6 months** and on evaluation of your performance, your salary will be revised.
  3. You will be eligible for leave and other such benefits in accordance with the Company’s rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Probation:**
  1. You will be on **probation for a period of 6 months**, from your date of joining, after which your performance will be appraised.
  2. You will be confirmed in your appointment in writing on successful completion of the said probationary period.
  3. It **may get extended further by a period of 6 months** if your performance is not found satisfactory.
  4. If no confirmation is made in writing at the end of the probationary period, it will

be deemed to have been extended until the company confirms you in writing.

6. During the probation period either party may terminate this agreement by giving **15 days notice** or salary in lieu thereof is given.
7. **Notice period:** After confirmation, you may, by stating your intention to do so, in writing may terminate this employment at any time, provided that at least 2 months' notice or salary in lieu thereof is given by you.
8. However, in the event of you being **guilty of misconduct, inattention, insubordination or negligent** in the discharge of your duties or in the conduct of the Company's business, or such misdemeanour which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, **the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation (pending or otherwise) or notice.**
9. You will treat matters pertaining to the Company's business interests with **utmost confidentiality** and such confidentiality has to be maintained during your employment with the Company and thereafter.
10. During your services with the company, **you will be governed by the rules and regulations in respect to conduct & discipline and other matters** as may be framed by the company from time to time.
11. You will undertake, that while in the employment of the Company, and for a **period of 12 months after separation** from the Company, for any reason whatsoever, you will:
  1. Keep confidential and not disclose to any unauthorized persons
    - (a) All or Any Company information, business and financial interests,
    - (b) Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out
    - (c) Technical capability and
    - (d) Commercial intelligence disclosed to you and/ or acquired by you in the course of your employment
  2. Not employ, use and/ or engage the confidential information for any purposes

other than the business of the Company and only during the course of your employment with the Company.

3. Not seek or obtain employment or consultancy directly or indirectly with any other Company entity/organization/customer or their associates/affiliates, which are clients or are in competition with BRIQUE Technology Solutions and Consulting Pvt. Ltd.
  4. Solicit or endeavor to entice any employee or person involved, directly or indirectly, from any of the Company's operations.
12. You are employed in the Company **full time**. You will not be employed by any other Company or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.
13. Amendments to the above terms and conditions, if any, will be made in writing.

### ACCEPTANCE

Please sign and return the duplicate copy of this letter of appointment (initialling each page) as a token of your having accepted the above terms and conditions.

We welcome you to the BRIQUE family and wish you all the very best in your new assignment.

Thanks.

Authorized Signatory,  
Mahesh Phatak  
Chief Executive Officer  
BRIQUE Technology Solutions and Consulting Pvt. Ltd.

JAS-ANZ



ACC No. M442021001  
www.jas.anz.org/register



*Dr. Deshpande's*

# ASHIRWAD HOSPITAL & RESEARCH CENTRE



Maratha Section, Near Jijamata Udyan, Ulhasnagar - 421 004. Tel.: 2587006, 2583002 Mob.: 9970008939, 7420030700

Date: 21-Sep-2019

**DR. S. V. DESHPANDE**

M.D. (Mumbai)

Consultant Physician,  
Cardiologist, Diabetologist

Ms. Tejeswi M. Pawar,  
Study Coordinator  
Clinical Research Department  
Ashirwad Hospital & Research Centre,  
Maratha Section, Near Jijamata Udyan,  
Ulhasnagar-421004.

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

**Subject:** Appointment Letter

Dear Ms. Tejeswi M. Pawar .

I am pleased to inform you that you have been appointed for the role of **Study Coordinator**. This is an official letter confirming your employment with Clinical Research Department, Ashirwad Hospital & Research Centre, Ulhasnagar starting on 23-Sep-2019.

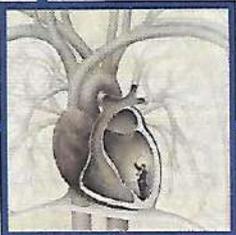
Your employment is subject to the terms and conditions as discussed during Interview round dated 22-Sep-2019.

Please sign and return this letter no later than 22-Sep-2019 to signal your acceptance of this offer and all its terms.

Congratulations and welcome to Clinical Research Department, Ashirwad Hospital & Research Centre, Ulhasnagar.

Sincerely,

Mr. Vikrant Mahajan  
Head of Clinical Research Department,  
Ashirwad Hospital & Research Centre,  
Ulhasnagar.



**Consulting Time :**  
12 Noon to 4 pm. & 9 pm to 11 pm.  
(SUNDAY CLOSED)

BRING THIS PAPER WHEN YOU VISIT AGAIN  
कृपया पुनः तपासणीसाठी येताना केसपेपर घेऊन येणे



# TECHNOTORC TOOLS PVT LTD

Reg. Address: 102, Swarnajal Apt. Block No. A 550 1117, Sec. 32, L.P. Nagar, Thane, Maharashtra, India - 421004.  
Factory & Office Address: Plot No. 22, 208 G & H, Gupta Building, Empire Industrial Hub, Ambernath MIDC,  
Chikholi, Ambernath (W), Dist. Thane, Maharashtra, India - 421505  
CIN: U 74599MH 20110711285733

+91 9766049616 info@technotorc.com www.technotorc.com ISO 9001:2015 Company

Date: 04/11/2019

## OFFER LETTER

Jyoti Bagul

We are happy to offer you as an **Account Executive, Department - Accounts** with our company **TECHNOTORC TOOLS PVT LTD**. Your date of commencement of work with us will be **04/11/2019**.

You will be on probation for a period of **6 months** from the date of commencement of work. During probation period your salary will be **Rs.9,000/-** per month. The probation period may however be extended / reduced at the discretion of the company.

You will be required to carry out such duties and job functions in which you may be instructed from time to time by the company or the persons acting on behalf of the company and you may be required to be transferred from one Branch, at the discretion of the company.

We are positive that you will find **TECHNOTORC TOOLS PVT LTD** an exciting place to develop and advance your career.

We look forward to welcome you to **TECHNOTORC TOOLS PVT LTD**.

Regards,

**TECHNOTORC TOOLS PVT LTD.**

*Bhagat*  
Sachin Bhagat  
Director



Accept job offer:-

By signing and dating this letter below, I **Miss. Jyoti Bagul** accept the job offer for the post of Department **Accounts** by **TECHNOTORC TOOLS PVT LTD**.

**Date of joining: - 04/11/2019**

Signature



NEEM Trainee Reg.No. : YASB3196

Date :- 27-Sep-2019

**NEEM TRAINEE CONTRACT LETTER**

To,  
Mr. Sanjay Pandey.,  
Opp. Cycle company, Buapada, Ambarnath,  
K.B Road,  
Mumbai City, Maharashtra,  
India - 421505.

Dear Mr. Sanjay Pandey,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in "WNS Global Services Pvt Ltd Vikroli, Mumbai" subject to the following terms and conditions:

The Period of training shall be **12 months** with start date **27-Sep-2019** and end date **26-Sep-2020**.

You will be paid consolidated monthly stipend of **Rs. 10,500 /-**

It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the prentices on successful completion of period of training in his / her establishment nor shall it be obligatory on e part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing aining in an establishment you shall be a trainee and not a worker and as such the provisions of any law with spect to a labourer or work shall not apply to or in relation to you.

As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct scipline and safety and carry out all lawful orders of the establishment.

As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and structional classes regularly.

As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a oforma prepared and approved by Yashaswi as NEEM Facilitator.

When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall fund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract training under the National Employability Enhancement Mission (NEEM).

The Contract of Training can be terminated without compensation payment to the NEEM Trainee -

- i. If you secure gainful employment (on production of copy of the appointment letter) and
- ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a edical officer : at below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
- iii. Absent from on the job training for more than 3 days without permission.
- iv. Any kind of disciplinary issue
- v. Any activity which is against the company where you are getting on the job training or against Yashaswi as EEM facilitator.

**YASHASWI ACADEMY FOR SKILLS**

YASHASWI HOUSE, LANE NO.15, PRABHAT ROAD, PUNE - 411 004, MAHARASHTRA, INDIA  
T : +91 20 67492727 | E : INFORMATION@YASHASWI.EDU.IN | W : WWW.YASHASWISKILLS.EDU.IN  
CIN : U80903PN2014NPL 151080



# MAGIC SPECIAL PURPOSE MACHINERIES PVT. LTD.

R - 610, TTC Industrial Area, MIDC, Rabale (East), Navi Mumbai (India) 400 701,  
Telefax : 022-27604020 / 27601122 E-mail : info@magicspm.com www.magicspm.com  
CIN No. U74900MH2003PTC186744

Dated: 05.05.2019

Mr. Sachin Parkar  
8/A Wing, Bhagirathi Darshan Apt,  
Devada, Badlapur (East), Ambernath,  
Mumbai - 421503.

## Subject: Appointment Letter

In reference to the discussions we had with you, we are pleased to appoint you as a "Accounts Assist" with immediate effect from 10<sup>th</sup> May 2019 on probation for Six Month (6 Months) in our organization on following terms & conditions:

The company shall pay you monthly salary will be as follows:

Description	Monthly
Basic	Rs.4,200.00
PRA	Rs.2,100.00
Medical Allowance	Rs.700.00
Conveyance Allowance	Rs.500.00
Total Basic Salary	Rs.7,500.00

You are entitled for Over Time is 1:1.

The annual increment will be determined by the management based on the merit.

You are entitled for 21 days Paid Leave per annum as per company rules after probation period.

You shall devote your full time and attention to the work assigned to you. You shall at all times abide by the lawful directions given to you by your supervisors and shall work diligently and faithfully.

You shall not accept any other employment, part time or otherwise or engage in any commercial business for others. You shall not reveal to any person or persons, any of the company's trade secrets or affairs.

You shall be liable to be transferred to any Department, Office or Establishment of the company.

You shall abide by the rules and regulations of the company, which are in force and / or which may be framed from time to time.

When you wish to resign from the services of the company, you will give 30 days notice period. You will not be entitled to any leave during the notice period.

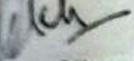
On successful confirmation of your probation to the satisfaction of the company, of which the Company shall be the sole judge, you will be confirmed in the services of Company.

On confirmation you will be entitled for the ESIC, PF and bonus. The employee's contribution for PF (12%) & ESIC (7.5%) will be deducted from the Net Take Home Salary after Six Month Probation Period.

PR PVT. LTD.

forward to a long and successful association with you. Please confirm your acceptance of this  
ment' by returning to us the duplicate copy of this letter duly signed by you.

thru,



Dilkant Khare

accept this appointment on the above mentioned terms & conditions and agree to abide by the Rules  
ditions of the company as are in force from time to time.

from Sachin Parkar

**Dated: 05.05.2019**

19-Nov-2019

Navin Koli,  
No 2895 25 Opp sanjay kirana store  
Chalaji Nagar Ambernath  
BAI-421501.

**Subject: Employment Letter**

Navin,

We are pleased to inform that you have been selected for employment with Syntel Private Ltd as **Officer KPO ( ₹0)**. Your total emoluments are **Rs. 185000/-** per annum and are described in "Annexure A". Your salary/emoluments shall be kept strictly **confidential** and you shall not disclose the same to any third party.

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

You will be on probation for a period of 6 months from the date of commencement of your service, which may be further extended at the discretion of the Company. If your standard of performance, attendance or conduct is unsatisfactory at any time during the probation period, then you may be dismissed with or without reference to our disciplinary procedure as may be applicable. Further your employment with the Company is subject to termination if you fail to meet up with the necessary training requirements for the project allocated to you. The Company can terminate this Employment Letter (Employment Agreement) by providing a written notice period to the other party. The notice period shall be 30 days of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be 30 days during probation period and 45 days on confirmation. The waiver of Notice period, if any, will be at the final discretion of the Company. Your retention in Company's employment will be subject to your being found and remaining medically (physically and mentally) fit. The Company reserves the right to ask you to undergo medical examination as and when considered necessary.

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

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

You are requested to report to duty in our office on **20-Nov-2019**, at **9.30 am** at the following address: **2nd Floor, Building No 4, MindSpace Nr Airoli Railway Station, Airoli, Navi Mumbai - 400708**, failing which this employment offer shall be considered null and void.

Please return the acceptance copy (Annexure C) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein. We take this opportunity to welcome you to Company and look forward to a very fruitful association with you.

Yours sincerely,  
Syntel Private Ltd,

Prashant Krishna  
Head - Global Recruitment Cell

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

I have accepted the employment offer on the stipulated terms and conditions (including Annexure A and B) and shall join the Company on \_\_\_\_\_

Date & Signature \_\_\_\_\_

**Annexure A – Remuneration Details**

For: Mr Navin Koli

Post: Officer RPO

EO

Compensation Components	Monthly (Rs.)	Annual (Rs.)
Basic Allowance	5927	71120
Dear Allowance	2963	35560
House Allowance	2400	28800
Medical Allowance	2192	26304
Conveyance Allowance	600	7200
<b>Salary &amp; Allowances (A)</b>	<b>14082</b>	<b>168984</b>
<b>Company's Contribution to Provident Fund (PF) (B)</b>	<b>1335</b>	<b>16016</b>
<b>Total to Company (CTC) C = (A+B)</b>	<b>15417</b>	<b>185000</b>

Basic amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.

Company's Contribution to PF is @ 12% and is calculated on the sum of Basic Salary, Special Allowance, Transport Allowance & Bonus or Rs. 1800/- per month whichever is lower.

The Salary & allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per applicable Tax Laws.

Payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.

As per the Company policy, you will be covered under a company provided Medical Insurance.



**K. Srinivas**

-Global Recruitment Cell

Date: 19-Nov-2019

Mr Shrinivas Anugakonda,  
 Sitaram Nagar Near Ratan Bai Chawl  
 Veer Savarkar marg Shivaji Nagar Ulhasnagar  
 MUMBAI-421004.

**Subject: Employment Letter**

Dear Shrinivas,

We are pleased to inform that you have been selected for employment with Syntel Private Ltd as Officer KPO ( E0). Your total emoluments are **Rs. 185000/-** per annum and are described in "Annexure A". Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

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

You will be on probation for a period of 6 months from the date of commencement of your service, which may be further extended at the sole discretion of the Company. If your standard of performance, attendance or conduct is unsatisfactory at any time during the probation period, then you may be dismissed with or without reference to our disciplinary procedure as may be applicable. Further your employment with the company is subject to termination if you fail to meet up with the necessary training requirements for the project allocated to you. Either party can terminate this Employment Letter (Employment Agreement) by providing a written notice period to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be 30 days during probation period and 45 days on confirmation. The waiver of Notice period, if any, will be at the final discretion of the Company.

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

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

Terms and conditions of the employment are listed in "Annexure B".  
 You are requested to report to duty in our office on **20-Nov-2019, at 9.30 am** at the following address: **2nd Floor, Building No 4, Airoli Mindspace Nr Airoli Railway Station, Airoli, Navi Mumbai - 400708, failing which this employment offer shall be considered null and void.**

Please return the acceptance copy (Annexure C) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.  
 We make this opportunity to welcome you to Company and look forward to a very fruitful association with you.

Yours sincerely,  
 Syntel Private Ltd,

**Prashant Krishna**

**1 - Global Recruitment Cell**

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

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

Date & Signature \_\_\_\_\_

**Annexure A – Remuneration Details**

to: **Mr Shrinivas Anugakonda**

Designation: Officer KPO

Grade: E0

Compensation Components		Monthly (Rs.)	Annual (Rs.)
<b>Salary &amp; Allowances</b>			
Basic Salary		5927	
House Rent Allowance		2963	71120
Bonus		2400	35560
Special Allowance		2192	28800
Conveyance Allowance		600	26304
<b>Total Salary &amp; Allowances (A)</b>		<b>14082</b>	<b>7200</b>
<b>Company's Contribution to Provident Fund (PF) (B)</b>		<b>1335</b>	<b>168984</b>
<b>Total Cost to Company (CTC) C = (A+B)</b>		<b>15417</b>	<b>16016</b>
			<b>185000</b>

- (1) Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.
- (2) Company's Contribution to PF is @12% and is calculated on the sum of Basic Salary, Special Allowance, Transport Allowance & Bonus or Rs. 1800/- per month whichever is lower.
- (3) The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (5) As per the Company policy, you will be covered under a company provided Medical Insurance.

  
 Anurag Krishna

Head - Global Recruitment Cell



the term of employment, your performance and suitability for the roles will be continuously monitored and measured. Given the nature of your role, which is dependent on customer requirement, you would have to clear the measurements prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria for your Process/Function or there is no suitable role available for you based on company requirement, the Company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily terminated your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no compensation will be required from the company's side. In such case, you will not be entitled to any statutory compensation.

**Retirement:** You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

**Confidentiality**

During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.

During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.

You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.

You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.

You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.

You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.

You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.

You shall deliver to the Company upon cessation or termination of your employment, or at any other time that the Company may request, all memoranda, notes, plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or its affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

Head Office:

Wipro HR Services India Private Limited T : +91 (124) 4471 500  
 Wipro HR Services India Private Limited F : +91 (124) 3079 900  
 Plot No. 2, Candor Tech Space  
 Sector - 48  
 Gurgaon-122018, Haryana-India

Registered Office:

Wipro HR Services India Private Limited  
 (formerly Alight HR Services India Private Limited)  
 710, Ansal Chambers II,  
 6 Bhikaji Cama Place, New Delhi  
 South West Delhi, Delhi, India, 110066

E : info@wipro.com

W : wipro.com

C : U74999DL2016PTC305940

File Identifier: L4 / TA / ALF-Le

Sensitive Information Restricted



## APPOINTMENT LETTER

Khawaja Mohiddin Shaikh

# 2281354

Khawaja

13,500/- p.m.  
17,500/- p.m. (Gross)

reference to discussion you had with us recently. We are pleased to offer you the position of an **Associate** on the following terms:

### Place of Employment and Timing.

Your initial place of work will be at **Airoli**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

### Compensation and Benefits.

**Compensation.** As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **85904 (Rupees EightyFive Thousand Nine Hundred Four Only)**. Other allowances / reimbursements as due to you are detailed in Annexure II. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

**Reimbursement of Expenses:** The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

**Leave:** You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

**Probation:** Employment period shall commence on **22-Oct-2019** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof.

You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by three months' notice by either party or three months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion, relieve you from such date as it may deem fit even prior to the expiry of the notice period given to you. However, if the management desires you to continue the employment during the notice period, you shall do so.

Business Unit:  
Wipro HR Services India Private Limited T: +91 (22) 3389 3000  
(Formerly Abright HR Services India Private Limited)  
No.201 & 202, 2<sup>nd</sup> Floor & 302, 3<sup>rd</sup> Floor, Gigaplex  
MindSpace - Airoli West, Plot No I.T.5 MIDC

Registered Office:  
Wipro HR Services India Private Limited  
(Formerly Abright HR Services India Private Limited)  
710, Ansal Chambers II  
6 Bhikaji Cama Place, New Delhi  
Corporate Identity & Restricted

E : info@wipro.com  
W : wipro.com  
C : U74999DL2016PTC305940





**Whilst employed by the company, you:**

- 8.1 Will not engage in any external activities of a commercial nature
- 8.2 Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
- 8.3 Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
- 8.4 Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
- 8.5 You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
- 8.6 Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

**Other Provisions:**

- 9.1 **Language.** This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
- 9.2 **Governing Law.** This appointment shall be governed by and interpreted in accordance with the laws of India.
- 9.3 You shall be governed by the "Service Agreement" as applicable to you.

Understand that your date of joining **Wipro HR Services India Private Limited**, will not be later than **22-Oct-2019** which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

Yours faithfully,

**Wipro HR Services India Private Limited**

**DESH KUMAR – Associate Vice President**  
Talent Acquisition

**I accept the terms of this letter.**

\_\_\_\_\_  
(Signature)

Date: **22-Oct-2019**

Name: **Saima Khwaja Mohiddin Shaikh**

**Business Unit:**

**Wipro HR Services India Private Limited** T : +91 (124) 4471 500  
 (Formerly Alight HR Services India Private Limited) F : +91 (124) 3079 900  
 Building no. 2, Candor Tech Space  
 Village Tikri, Sector - 48  
 Gurugram-122018, Haryana-India

**Registered Office:**

**Wipro HR Services India Private Limited**  
 (Formerly Alight HR Services India Private Limited)  
 710, Ansal Chambers II,  
 6 Bhikaji Cama Place, New Delhi  
 South West Delhi, India, 110066

E : info@wipro.com  
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 C : U74999DL2018PTC305940

**File Identifier: L4 / TA / ALF-Level-A**

Sensitivity: Internal & Restricted



criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation.

**Retirement:** You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

### Confidentiality

- 7.1 During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
- 7.2 During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
- 7.3 You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
- 7.4 You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
- 7.5 You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
- 7.6 You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
- 7.7 You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
- 7.8 You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes, plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

#### **Business Unit:**

Wipro HR Services India Private Limited T : +91 (124) 4471 500  
Formerly: Aigis HR Services India Private Limited F : +91 (124) 3079 900  
Building no. 2, Candor Tech Space  
Village Tikri, Sector - 48  
Gurgaon-122016, Haryana-India

#### **Registered Office:**

Wipro HR Services India Private Limited  
(Formerly: Aigis HR Services India Private Limited)  
710, Ansal Chambers II,  
Sector 15, Connaught Place, New Delhi  
South West Delhi, Delhi, India, 110068

E : info@wipro.com  
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C : U74999DL2016PTC305940

File Identifier: L4 / TA / AIF-Level-AA



## APPOINTMENT LETTER

0-Sep-2019

Venkatesh Devendra Sagar

2,14,000/- P.A.

Resume ID # 2271765

Dear Venkatesh

This is with reference to discussion you had with us recently. We are pleased to offer you the position of an **Processor**, on the following terms:

### 1. Place of Employment and Timing.

- 1.1 Your initial place of work will be at **Airoli**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- 1.2 You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

### 2. Compensation and Benefits.

- 2.1 **Compensation.** As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **85904 (Eighty Five Thousand Nine Hundred and Four)**. Other allowances / reimbursements as due to you are detailed in Annexure II.
- 2.2 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
- 2.3 You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 2.4 Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. **Reimbursement of Expenses:** The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

4. **Leaves:** You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. **Term:** Employment period shall commence on **30-Sep-2019** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof

You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by three months' notice by either party or three months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.

During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement

#### Business Unit:

**Wipro HR Services India Private Limited** T: +91 (22) 3389 3000  
(formerly Alight HR Services India Private Limited)  
Unit No.201 & 202, 2<sup>nd</sup> Floor & 302, 3<sup>rd</sup> Floor, Gigaplex  
Building No.3, Mindspace-Airoli West, Plot No I.T.5 MIDC  
Airoli Knowledge Park, Navi Mumbai-400708, India

Registered Office:  
Sensitivity: Confidential  
**Wipro HR Services India Private Limited**  
(formerly Alight HR Services India Private Limited)  
710, Ansal Chambers II  
6 Bhikaji Cama Place, New Delhi  
South West Delhi, India, 110066

E : info@wipro.com  
W : wipro.com  
C : U74999DL2016PTC305940



Venkatesh  
Sagar

20118763  
B+





**8. Whilst employed by the company, you:**

- 8.1 Will not engage in any external activities of a commercial nature
- 8.2 Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
- 8.3 Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
- 8.4 Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
- 8.5 You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
- 8.6 Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

**Other Provisions**

- 9.1 **Language.** This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
- 9.2 **Governing Law.** This appointment shall be governed by and interpreted in accordance with the laws of India.
- 9.3 You shall be governed by the "Service Agreement" as applicable to you.

It is understood that your date of joining **Wipro HR Services India Private Limited**, will not be later than **30-Sep-2019** failing which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

Yours faithfully,

For **Wipro HR Services India Private Limited**

**SANDESH KUMAR – Associate Vice President  
Talent Acquisition**

I accept the terms of this letter.

\_\_\_\_\_  
(Signature)

Date: 30-Sep-2019

Name: Venkatesh Devendra Sagar

**Business Unit:**

**Wipro HR Services India Private Limited** T : +91 (124) 4471 500  
(Formerly Aight HR Services India Private Limited) F : +91 (124) 3079 900  
Building no. 2, Candor Tech Space  
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# WNS

19-Aug-2019

Karen Valancia Noronha  
House No.1571/4 Gautam Nagar Fatima High School  
Ambarnath Thane Maharashtra  
421501  
India

## Letter of Offer

Dear Karen,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Sr. Associate - Ops** in **WNS Global Services Pvt. Ltd.** based at our **Mumbai - Airoli** office. The key components of your offer are as detailed below.

**Career band:** Your career band would be **Professional**.

**Role band:** You would be placed in role band **A**.

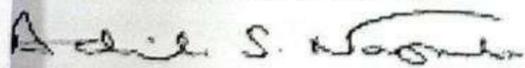
**Title:** The title that you would be using both internally and externally would be **Sr. Associate - Ops**.

**Compensation:** Your Total Gross Pay will be **Indian Rupees 3,60,192 (Three Lakhs Sixty Thousand One Hundred Ninety Two Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

**Joining Date:** You are expected to join us by **19-Aug-2019**.

**Place of work:** Your initial place of work will be **Mumbai - Airoli**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.



Dil S Nargolwala  
Corporate VP - HR  
Head - Talent Acquisition Group

Accepted and Agreed

Candidate's Name & Signature

*The contents of this letter are confidential and should be treated as such*

WNS Global Services Pvt. Ltd. Plant No:10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai  
400079 India | Tel: +91 22 4095 2100 | Fax +91 22 2518 8307 | CIN: U72200MH1996PTC100196

Page 1 of 6



22-Oct-2019

## APPOINTMENT LETTER

Kartik Yallappa Dewari

Resume ID # 2284101

Dear Kartik

This is with reference to discussion you had with us recently. We are pleased to offer you the position of an **Associate** on the following terms:

### 1. Place of Employment and Timing.

- 1.1 Your initial place of work will be at **Airoli**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- 1.2 You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

### 2. Compensation and Benefits.

- 2.1 Compensation: As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **85904 (Rupees EightyFive Thousand Nine Hundred Four Only)**. Other allowances / reimbursements as due to you are detailed in Annexure II.
- 2.2 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
- 2.3 You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 2.4 Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

### 3. Reimbursement of Expenses: The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

### 4. Leaves: You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

### 5. Term: Employment period shall commence on **22-Oct-2019** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof.

You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by three months' notice by either party or three months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.

#### Business Unit:

Wipro HR Services India Private Limited T: +91 (22) 3389 3000  
(formerly, Aight HR Services India Private Limited)  
121, 122, 201 & 202, 2<sup>nd</sup> Floor & 302, 3<sup>rd</sup> Floor, Gigaplex  
Building No. 3, Mindspace, Airoli West, Plot No. IT-5 MIDC  
Phase 1, Knowledge Park, Navi Mumbai-400708, India

#### Registered Office:

Wipro HR Services India Private Limited  
(formerly Aight HR Services India Private Limited)  
710, Ansal Chambers II  
6 Bhikaji Cama Place, New Delhi  
South West Delhi, India, 110066

E : info@wipro.com  
W : wipro.com  
C : U74999DL2016PTC305940



**Whilst employed by the company, you:**

- 8.1 Will not engage in any external activities of a commercial nature
- 8.2 Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
- 8.3 Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
- 8.4 Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
- 8.5 You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
- 8.6 Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

**Other Provisions**

**Language** This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.

**Governing Law** This appointment shall be governed by and interpreted in accordance with the laws of India. You shall be governed by the "Service Agreement" as applicable to you.

It is understood that your date of joining **Wipro HR Services India Private Limited**, will not be later than **22-Oct-2019** which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

Yours faithfully,

**Wipro HR Services India Private Limited**

**ESH KUMAR – Associate Vice President  
Human Resources Acquisition**

**I accept the terms of this letter.**

-----  
(Signature)

Date: **22-Oct-2019**

Name: **Kartik Yallappa Dewari**

Business Unit:

**Wipro HR Services India Private Limited** T : +91 (124) 4471 500  
(formerly Alight HR Services India Private Limited) F : +91 (124) 3079 900  
B no. 2, Candor Tech Space  
Tikri, Sector - 48  
Gurgaon-122018, Haryana-India

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File Identifier: L4 / TA / ALF-Level-AA

# State Street Syntel Services

A State Street and Syntel Company

## Annexure A – Remuneration Details

Name: Mr Pratik Pandey

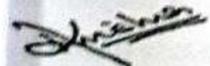
Designation: Officer KPO

Grade: E0

Compensation Components	Monthly (Rs.)	Annual (Rs.)
<b>Salary &amp; Allowances</b>		
Basic Salary	5927	71120
House Rent Allowance	2963	35560
Bonus	2400	28800
Special Allowance	2192	26304
Conveyance Allowance	600	7200
<b>Total Salary &amp; Allowances (A)</b>	<b>14082</b>	<b>168984</b>
<b>Company's Contribution to Provident Fund (PF) (B)</b>	<b>1335</b>	<b>16016</b>
<b>Total Cost to Company (CTC) C = (A+B)</b>	<b>15417</b>	<b>185000</b>

### Notes:

- (1) Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion.
- (2) Company's Contribution to PF is @12% and is calculated on the sum of Basic Salary, Special Allowance & Bonus or Rs. 1800/- per month whichever is lower.
- (3) The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (4) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (5) As per the Company policy, you will be covered under a company provided Medical Insurance.



darsh Krishna

Head - Global Recruitment Cell

4th and 5th Floor, Building # 4, Mindspace-Airoli(SEZ), Thane Belapur Road,, Navi Mumbai-400708, India, Tel:+912241137503  
Registered Office: 2nd Floor, Building No 4, Raheja Mindspace, Airoli Navi Mumbai – 400708, India. T.: +91 22 6704 6402



**PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000**  
**ANNEXURE - IV**

I **Kartik Yallappa Dewari**, confirm that I am voluntarily sharing my Personal Information with Wipro HR Services India Private Limited ('Wipro') for the following purposes:  
A Validating my Curriculum Vitae and retaining records on the same for any future reference/verification  
B Processing my job application including background verification checks and medical checks  
C Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.  
In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.  
I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

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

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

Class Unit:

Wipro HR Services India Private Limited T : +91 (124) 4471 500  
Formerly Aight HR Services India Private Limited F : +91 (124) 3079 900  
Plot no. 2, Candor Tech Space  
Sector - 48  
Gurgaon-122018, Haryana-India

Registered Office:

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W : wipro.com

C : U74999DL2016PTC305540

File Identifier: L4 / TA / ALF-Level-A

# State Street Syntel Services

A State Street and Syntel Company

StateStreet Syntel Ser Pvt Ltd  
4th and 5th Floor, Building # 4  
MindSpace-Airoli(SEZ)  
Thane Belapur Road,  
Navi Mumbai-400708,India  
Tel:+912241137503  
CIN No:U72200MH2004PTC144292

Date: 26-Nov-2019

Mr Pratik Pandey,  
K B Road Sangathan chowk  
Buvapada Ambernath  
MUMBAI-421505.

**Subject: Employment Letter**

Dear Pratik,

We are pleased to inform that you have been selected for employment with StateStreet Syntel Ser Pvt Ltd as Officer KPO ( E9). Your total emoluments are Rs. 185000/- per annum and are described in "Annexure A". Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

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

You will be on probation for a period of 6 months from the date of commencement of your service, which may be further extended at the sole discretion of the Company. If your standard of performance, attendance or conduct is unsatisfactory at any time during the probation period, then you may be dismissed with or without reference to our disciplinary procedure as may be applicable. Further your employment with the company is subject to termination if you fail to meet up with the necessary training requirements for the project allocated to you. Either party can terminate this Employment Letter (Employment Agreement) by providing a written notice period to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be 30 days during probation period and 45 days on confirmation. The waiver of Notice period, if any, will be at the final discretion of the Company. Your retention in Company's employment will be subject to your being found and remaining medically (physically and mentally) fit. The Company reserves the right to ask you to undergo medical examination as and when considered necessary.

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

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

You are requested to report to duty in our office on 27-Nov-2019, at 9.30 am at the following address: 2nd Floor, Building No 4, Raheja MindSpace Nr Airoli Railway Station, Airoli, Navi Mumbai 400708, failing which this employment offer shall be considered null and void.

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

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

Yours sincerely,

For StateStreet Syntel Ser Pvt Ltd,



Arsh Krishna

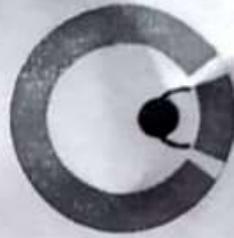
Head - Global Recruitment Cell

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

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

Date & Signature \_\_\_\_\_

4th and 5th Floor, Building # 4, MindSpace-Airoli(SEZ), Thane Belapur Road., Navi Mumbai-400708,India, Tel:+912241137503  
Registered Office: 2nd Floor, Building No 4, Raheja MindSpace, Airoli Navi Mumbai - 400708, India. T.: +91 22 6704 6402



Mr.Gaurav Tiwari,

Date-30/07/2019

### Offer to join OfficeBing

Dear Mr.Gaurav Tiwari,

This is with reference to your application dated 25th July 2019 evincing interest for a suitable opening in our organization and the subsequent discussions you had with us. Based on the discussions you had with us. Based on the discussions, we are pleased to offer you a position on our Organization, the details of which are as given below.

**Designation:** Desktop/Network Support Trainee

**Department:** Information Technology

**Annual Cost to Company:** 1,20,000

**Location:** Turbhe

**Type of Employment:** Regular

As discussed, the offer is subjected to the following terms and conditions:

1. You will receive an Annual Compensation, on a cost to company basis of Rs. 1,20,000/ (One Lakh Twenty Thousand Rupees only) per annum. Annexure "A" shows the compensation breakup. This will be payable as per the prevailing rules and guidelines of the Organization.
2. This offer is subject to your joining us on 30<sup>th</sup> July 2019 on producing valid documents and positive feedback from the work references provide by you during the interview.
3. On joining the Organization, you will receive your appointment letter illustrating the standard terms and conditions of the service of the Organization.
4. You are requested to bring the original and photo copy of the documents mentioned below on your date of joining as part of our joining compliance.
  - a. Educational certificates & Mark sheets - X, XII, Graduation, post Graduation.
  - b. Experience and Relieving certificate, Salary Certificate from previous employer.
  - c. PAN Card and Adhaar Card.
  - d. 4 Passport Size Photographs

We look forward to you being a part of the Officebing Family and your long and meaningful association with us.

Rahul Giri  
Employee Number: 160004  
Lead-Workforce Analytics

Dear **Rahul**,

This year, in many ways, is a year of accomplishments.

As we look forward, the biggest opportunity for us is to align Digital transformation with our strategy of non-linear sustainable profitable growth.

Your efforts have driven tremendous results for the organization, and we have much to be proud of. Based on your contribution and performance we are pleased to inform that you have been promoted as **Lead-Workforce Analytics** and your compensation has been revised effective **26th October 2019**. Please refer to the annexure to review the change in your compensation.

All other terms and conditions of your employment remain unchanged.

These are exciting times for the industry and using our One Sutherland Team Winning Behaviors, we can Play to Win.

*This letter is system generated and does not require a signature*

**Annexure**

<b>Details of Monthly and Annual Cost to the Company</b>	
<b>Name</b>	Rahul Giri
<b>Designation</b>	Lead-Workforce Analytics
<b>Effective Date</b>	26th October 2019

<b>Components</b>	<b>Revised (in Rs.)</b>	
	<b>Monthly</b>	<b>Annual</b>
<b>Fixed Pay (A)</b>		
Basic Salary	<b>10400</b>	<b>124796</b>
House Rent Allowance	<b>5200</b>	<b>62398</b>
Statutory Bonus	<b>2525</b>	<b>30295</b>
Medical Reimbursement	<b>1250</b>	<b>15000</b>
Special Allowance/Choice Pay	<b>9589</b>	<b>115071</b>
<b>Skill Based Pay (B)</b>		
Skill Based Pay	<b>750</b>	<b>9000</b>
<b>Gross (A + B)</b>	<b>29713</b>	<b>356560</b>
<b>Variable Pay (C)</b>		
Performance Incentive*	<b>2750</b>	<b>33000</b>
<b>Statutory Benefits (D)</b>		
Employer's Contribution to PF	<b>1800</b>	<b>21600</b>
Gratuity	<b>500</b>	<b>6000</b>
<b>Cost to Company (A+B+C+D)</b>	<b>34763</b>	<b>417160</b>

* Performance Incentive	You would be eligible for Performance Incentive against the target set by the company on a time to time basis. Please refer to PI policy for more details.
-------------------------	--

*This letter is system generated and does not require a signature*

**IDENTITY CARD**



**Name**

Jyoti. S. Gupta

**Address :**

Near Vrindavan park

Build, Khamkarwadi, Anandnagar  
(W)

**Designation :**

phlebotomist

Jyoti

Signature

Authorised Signatory

8:34

4G   22

 Union Bank Of India  
AD-UNIONB 

9/30/20 Wed 10:03 AM

Your SB A/c \*\*07471 is  
Credited for Rs.18500 on  
[30-09-2020 10:03:11](#) by  
NEFT.Sender:SRL DIAGNOSTICS  
PRIV.UTR:N274201258427722  
Avl Bal Rs: -Union Bank  
of India

10/19/20 Mon 12:38 PM

**Siddharth Sharma**

**44101**

**Navi Mumbai**

**Subject: Letter of Appointment**

Ref: Offer Letter executed between Inventurus Knowledge Solutions Private Limited (the "Company"/"IKS Health") and yourself.

**Dear Siddharth,**

In accordance and subject to the terms and conditions of the Offer Letter executed between you and the Company as if the same are reproduced herein and incorporated by reference, we are pleased to appoint you as **Revenue Cycle Representative\_AR** in **Grade 12** with effect from **August 10, 2020** (the "Effective Date").

You will be on probation for a period of six (6) months from the Effective Date. Subject to your satisfactory performance, the Company may confirm your appointment or extend your probation at its sole discretion.

Your employment with the Company is based upon the information furnished by you in your employment application and all further declarations and undertakings. In the event, if any information and/or declaration is found out to be false, incorrect, misleading or fabricated, the same will lead to termination of your employment with the Company with immediate effect without notice.

The terms and conditions of your employment shall be subject to due observance and compliance with all policies, rules, regulations and procedures of the Company, which the Company may from time to time separately frame or amend in its sole discretion.

Please sign this letter in duplicate and kindly return to us one signed original.

Your failure thereafter to join the Company shall be considered as your withdrawal from the acceptance of the offer and the Company shall be entitled to take appropriate action against you including but not limited to replacement of your candidature.

We look forward to having you as part of the IKS Health team.

Yours sincerely,

For INVENTURUS KNOWLEDGE SOLUTIONS PVT LTD.

Approved and Released by

The Talent Engagement Team\*

For Inventurus Knowledge Solutions Private Limited

(\*This is an electronically generated document and hence not signed)

I accept the above offer on the terms indicated.



Signature

10<sup>th</sup> Aug, 2020

Date



IKS<sup>®</sup>

HEALTH

Quality Practice. Quality Care.



Siddharth Sharma

Blood: B +ve

Employee ID: 44101

Our Vision: Healthier Consumers, Happier Providers,  
Thriving Organizations, Successful Healthcare for All.



Samsung Triple Camera  
Shot with my Galaxy M21

Emp ID – DCE146105,

05 November 2019

To,  
Ms. Jeevitha Rajendran Mudaliar  
Room NO: 158,  
Dhondu Patil Chawl Chinchpada,  
Ambernath (W)- 421505

Dear Jeevitha,

### APPOINTMENT LETTER

We have pleasure in appointing you in our company as “**Content Moderator**” in such other capacity the management shall time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

#### 1. APPOINTMENT

- a. Your date of appointment is effective from the date of joining which shall be as soon as possible but not later than **15 July 2019**.
- b. You will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the company or subsidiary, associate, or affiliate company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

#### 2. COMPENSATION

You will be eligible to receive the following:

Your total cost to the company would be **Rs. 1,80,240/-p.a (Rupees One Lakh Eighty Thousand Two Hundred and Forty only)** per annum. Please find attached **Annexure A** for details.

- a. Your salary will be reviewed periodically as per company policy.
- b. Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.
- c. Your performance will be reviewed every twelve months.

#### 3. OTHER BENEFITS

Leave, holidays and working hours as applicable to your category of employees and location of position.

#### 4. RESPONSIBILITIES

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Datacore, whether directly or indirectly.
- b. We at Datacore are committed to ensure “Integrity” in all aspects of its functioning. Please ensure that you comply with the policies of the company as they form an integral part of the terms of employment with Datacore. 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 from time to time. As and when this happens, the company will notify you and you will be required to comply with the same.
- c. Consistent with (a) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or this letter shall immediately be brought to the notice of your senior.
- d. In connection with your employment and during the term of your employment you shall disclose

and assign to Datacore as its exclusive property, all processes developed or conceived by you solely or jointly with others and shall comply with the policies of the company in relation to intellectual Property.

**5. CONFLICTS OF INTEREST**

- a. During the term of this agreement, you agree to comply with Datacore's reasonable policies and standards, will devote your full-time abilities to the performance of your duties and will not engage in any concurrent employment in the same field.
- 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 interest of Datacore.
- c. While employed by Datacore Technologies and for a period of one year thereafter, you agree not to provide services in any capacity including contractor, sub- contractor, employer, employee, broker or vendor to any of Datacore's clients introduced to you as a result of your work for Datacore's, including but not limited to all current and past customers, prospects or other agencies. For the purposes of the above, term "client" includes any affiliates, customers and client of the client. This provision may be waived only on a case-by-case basis in writing by the senior, in its sole discretion, prior to your taking the action for which the waiver is sought. In the event you join a Datacore client without first receiving this waiver, you hereby agree to the payment of a finder's fee to Datacore, which will be paid immediately upon commencement of the service to the Datacore client and will be liquidated damages in the amount of 25% of your total annual compensation in your new position.
- d. In case of any conflict or doubt, please discuss the matter with your senior. Understand the position of Datacore and resolve the conflict.
- e. You shall ensure that you shall not directly or indirectly misuse or mishandle any of the facilities as and when provided by the company for the promotion of business
- f. such as Mobile Phone, Laptop, Computer System, Corporate Credit Card, Vehicle etc.

**6. NON-DISCLOSURE OF CONFIDENTIAL INFORMATION**

During employee's employment with Company, Employee shall regard and preserve as confidential and shall not disclose , publish, communicate, or make available to any person ( other than to persons, client, or other entities as directed by duly authorized representative of Company ) or use for Employee's personal purpose, any confidential information that Employee receives, obtains, or otherwise becomes aware of during Employee's employment by company that relates to or pertains to the operations, business or financial affairs, unpublished know-how, processes, techniques, customers ( including the names of Company's customers, past present, or perspective and the terms of any contract by Company with its customers, including fees ), employees, trade, secrets, products, services, properties, plans, or projections of Company or of any of its affiliated clients or of any supplier, joint venture, or licensor/licensee of company. Any data or information that is not readily available to the public shall be considered by Employee to be confidential and, therefore, within the scope of this agreement, unless Company advises otherwise in writing.

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

**7. GENERAL**

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.
- b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this agreement shall continue full force and effect.
- c. This agreement contains the entire understanding between Employee and Company with respect to

the subject matter hereof, and there are no representations, warranties, premises, or undertaking other than those contained in the provisions above. This agreement contains the entire understanding between Employee and Company with respect to the subject matter hereof, and

- d. there are no representations, warranties, premises, or undertaking other than those contained in the provisions above. The salary will be processed based upon the timely receipt of attendance with approval from the designated authority.
- e. (The attendance cycle would be from the 1st to the last day of the calendar month or as defined by the client).
- f. The ESI benefits would be provided as per the respective Act or as per the Employee Compensation Act 2010. (Formally Known as Workmen Compensation Act 1923), whichever applicable.
- g. Provident Fund benefits would be extended to eligible employees as per the Act.
- h. Bench period will not pay your salary and Bench period will be max 15 days.
- i. Any excess leaves /unauthorized absences availed will be treated as Leave without Pay and salary for the same will be recovered from you.
- j. All taxes applicable as per Law.
- k. Retention Bonus will be paid after six months of your project or the time of reliving from Datacore, in case if you have this component in your salary annexure.
- l. Form 16 will be provided by end of the financial year.
- m. Your appraisals will be done after completion of 1 year with Datacore subject to your performance and client feedback.

#### **8. COMPANY'S RIGHT TO INJUNCTIVE RELIEF**

In event of any conduct by Employee that Company, in its sole opinion, deems to be a violation or threatened violation of this Agreement, company shall be entitled to injunctive and other equitable relief on the grounds that such conduct, if not restrained, would result in irreparable harm to company for which damages would not be an adequate remedy.

#### **9. NOTICE PERIOD**

This contract of employment is terminable, without reasons, by either party giving **30 Days**. If client relieves you based on your performance and other parameters we will have max. 7 days' time as notice period. Datacore reserves the right to pay or recover salary in lieu of notice period. Further, the company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period.

In event of termination ( voluntary or otherwise )of Employee's employment with Company, Employee agrees, promptly and without the necessity of request, to deliver to or inform Company, as appropriate, all documents and data pertaining to confidential information, whether prepared by Employee or otherwise coming into Employee's possession or control. Employee will not retain any written or other tangible material containing any information concerning or disclosing any of the confidential information, databank, leads, contacts of Company.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

**Yours sincerely,  
For Datacore Technologies Pvt. Ltd.**



**Sapna Akarsh  
Assistant Manager**

I agree to accept employment on the terms and conditions mentioned in the above letter.

**Name: Jeevitha Rajendran Mudaliar**

**Signature:**

**Place:**

<b>Datacore Technologies Private Limited</b>			
<b>KHR House, Palace Road Vasanthnagar, Bangalore – 560 052</b>			
<b>Statement of Salary</b>			
<b>Earnings</b>	<b>Rs.</b>	<b>Deductions</b>	<b>Rs.</b>
Basic	9,904	Employee PF @ 12%	1188
HRA	2,102	Professional Tax	200
Statutory Bonus	825	ESIC	96
Onsite Allowance	0		
<b>Gross - Total Earnings</b>	<b>12,831</b>	<b>Total Deductions</b>	<b>1485</b>
<b>Net Pay *</b>	<b>11,346</b>		
<b>** Statutory deductions are applicable as per Income Tax regulations</b>			
Emplr. PF @ 13%	1,288		
Emplr ESIC	417		
Leave Encashment	484		
<b>Total Employer Contribution</b>	<b>2,189</b>		
<b>CTC</b>	<b>15,020</b>		

**\*\* Statutory deductions are applicable as per Income Tax regulations**

All expenses of a personal nature during the term of the services rendered to DATACORE either during the course of your deputation with the Client or otherwise shall be solely borne by you.

**Yours sincerely,  
For Datacore Technologies Pvt. Ltd.**



**Sapna Akarsh  
Assistant Manager**

I agree to accept employment on the terms and conditions mentioned in the above letter.

**Name: Jeevitha Rajendran Mudaliar**

**Signature:  
Date: 05 November 2019**

**Place:**

Emp ID – DCE146105,

05 November 2019

To,  
Ms. Jeevitha Rajendran Mudaliar  
Room NO: 158,  
Dhondu Patil Chawl Chinchpada,  
Ambernath (W)- 421505

Dear Jeevitha,

**Deputation Letter**

Further to clause 3 of your letter of employment, we are pleased to advise you that services are being deputed to **ACCENTURE SOLUTIONS PRIVATE LIMITED – Mumbai (herein after called as Company)** with effect from **15 July 2019**. The terms and conditions of your deputation will be as follows.

1. You will, with effect from **15 July 2019** be required to work at our client office / premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Datacore Technologies.
3. In the day-to-day functioning or carrying out all responsibility, you will receive instructions from **ACCENTURE SOLUTIONS PRIVATE LIMITED** and will undertake to abide by any suggestions etc give be any assigned person (s).
4. You shall be bound to follow the working hours of **ACCENTURE SOLUTIONS PRIVATE LIMITED**.
5. You shall also abide by any training that may be offered to you by **ACCENTURE SOLUTIONS PRIVATE LIMITED**.
6. You shall take care not to disclose confidential information / trade secrets etc that you may come across in the course of your responsibility to anyone outside **ACCENTURE SOLUTIONS PRIVATE LIMITED** and use such information only in connection with the service provided to Error! MergeField was not found in header record of data source. **ACCENTURE SOLUTIONS PRIVATE LIMITED**.
7. You shall not engage in any act subversive of discipline in the course of your duties in the property of **ACCENTURE SOLUTIONS PRIVATE LIMITED** or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
8. You shall at no point of time stake any claim or right to claim employment, damage, loss of compensation of any sort whatsoever against **ACCENTURE SOLUTIONS PRIVATE LIMITED** This arrangement is purely a contractual agreement between Datacore Technologies and Error! MergeField was not found in header record of data source. for the time specified.
9. You shall be responsible for protecting the property of **ACCENTURE SOLUTIONS PRIVATE LIMITED** entrust to you in the due discharge of your duties and shall indemnify **ACCENTURE SOLUTIONS PRIVATE LIMITED** when there is a loss of any kind to the said property.

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

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

Yours sincerely,  
For Datacore Technologies Pvt. Ltd.



Sapna Akarsh  
Assistant Manager

I hereby accept the above-mentioned terms and conditions.

Signature:

Date:



Office : Ergode IT Services PVT. Ltd.  
43, Jamnadas Industrial Estate,  
Dr. R P. Road, Mulund (West),  
Mumbai - 400080. INDIA.  
www.ergodeinc.com  
Tel. : +91 22 25920999

Ergode/HRD/LOI

11<sup>th</sup> November, 2020.

To

Suman Das,  
Mumbai.

**Subject: Letter Of Intent**

**Mr. Suman,**

This has reference to your application and subsequent interview you had with Ergode IT Services Pvt. Ltd. We are pleased to extend the following Letter of Intent. You are appointed to the position of a “**HR Coordinator**” in our organization, based at **Mumbai** and your annual total CTC would be **Rs.1,80,000** (Rupees One lakh Eighty Thousand only). Your detailed salary structure is enclosed below. Your Date of Joining would be **12<sup>th</sup> November, 2020**.

You will be on **6 months of Probation Period** from the date you will join the organization. After successful completion of the probation period on its review thereof, you will be entitled to other benefits, whatsoever they are, as per the policies of our organization.

**If this above Offer is acceptable to you then please send your confirmation of acceptance, via email, latest by, 11<sup>th</sup> November, 2020. Non-acceptance before the stipulated date shall make this offer redundant automatically. If you are unable to report for joining on the said date you are requested to inform the company in writing prior to the joining date mentioned.**

**On the date of Joining you are required to submit following documents (Mandatory):-**

- 3 passport size photos and one stamp size photo
- Appointment letter of last company. (Photo Copy)
- Last 3 salary slips of last company. (Photo copy)
- Experience and Relieving letter of last to last company. (Photo copy)
- Blood Group (Need to mention in the Joining Form -Mandatory)
- Parents Date of Birth (Need to be mention in Joining Form)
- 2 Copies of Pan Card, Aadhar card, Ration card, latest electricity bill. (Originals Required)
- Copies of education results 10th, 12th and Graduation. (Only results required)
- Cancelled Cheque (Mandatory)
- Letter of Intent Copy (Mandatory)
- Aadhar Card number & DOB of all family members.(Mandatory)
- Police Clearance Certificate (PCC) (Mandatory)
- References: (Mandatory)
- 3 Professional references from last to last company.
- 3 Professional references from current company with name, direct contact numbers, landlines number and designation. Our detailed letter containing terms and conditions will be given to you after your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

**\*Note- This is computer generated copy hence no stamp and signature is required.**

**Salary Structure:**

1) COMPONENTS	Monthly Amount	Annual Amount
BASIC + D.A	6,687	80,244
HOUSE RENT ALLOWANCES	3,344	40,128
CONVEYANCE ALLOWANCES	1,640	19,680
MEDICAL ALLOWANCES	746	8,952
EDUCATION ALLOWANCES	0	0
LEAVE TRAVEL ALLOWANCES	400	4,800
Night/ Day Shift Allowance (Where applicable)	0	0
Customer Handling Allowance (Where applicable)	0	0
STATUTORY BONUS	557	6,684
<b>GROSS SALARY</b>	<b>13,374</b>	<b>160,488</b>
<b>2) STATUTORY DEDUCTIONS</b>		
PF	802	9,624
ESI	100	1,200
PT	200	2,400
Medical Insurance	250	3,000
<b>GROSS DEDUCTIONS</b>	<b>1,352</b>	<b>16,224</b>
<b>NET TAKE HOME</b>	<b>12,022</b>	<b>144,264</b>
<b>3) RETIRAL BENEFITS/ EMPLOYER'S CONT.</b>		
PF	869	10,428
ESIC	435	5,220
GRATUITY	322	3,864
Security Deposit	0	0
<b>GROSS BENEFITS/ EMP CONT.</b>	<b>1,626</b>	<b>19,512</b>
<b>4) FIXED COST TO COMPANY (CTC)</b>	<b>15,000</b>	<b>180,000</b>

**Notes:**

1. All payments are subjected to appropriate taxation.
2. All payments would be as per company rules & regulations and administrative procedures in force time to time depending on statutory regulations
3. The salary and allowances are liable for modification as per company policy.
4. LWF is deducted twice in year from salary as per Maharashtra Labour Welfare Act
5. Your employment will be subject to the following conditions.
  - a) Your furnishing copies of certificates of your qualification and expenses
  - b) Receiving satisfactory references and certificates from your previous employers, if any, as regards to your satisfactory performances and conduct.
6. PCC can be applied online with the local government and can be submitted within one month of joining.
7. All employees will be assessed on Job-Specific KRAs and Organization-wide KRAs.
8. Performance review for an employee is to be carried out at the end of every month and on the basis of performance ratings, final appraisals would take place.

\*Note- This is computer generated copy hence no stamp and signature is required.

# **MULTI-LIVING TECHNOLOGIES PRIVATE LIMITED**

Regd. Off: 7th Floor, Lodha Excelus, Apollo Mills Compound, N. M. Joshi Marg, Mahalaxmi, Mumbai - 400011.

Tel: +91 22 71519034 Email: compliance@doma.co.in

CIN No.: U70200MH2019PTC328211

Ref No. : MLT/INT/2020/011

Date: 01 December 2020

To,

**Arnold Nair**

**Subject: Internship**

Dear Arnold,

Basis our discussions and engagements with you, we are pleased to invite you aboard as **Intern** in the **Multi-Living Technologies** team. Your internship will be for a period of **60 days** commencing from **02 December 2020 to 01 February 2021**.

Your stipend will be **INR 20,000/-, (Twenty Thousand Only)** per month. Also, please note the offer will not make you eligible for any other benefits, incentives and reimbursements.

You may go through the following details:

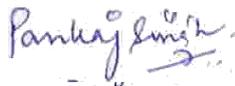
1. You shall be reporting to **Mr. Suvigna Shour, VP Sales**.
2. You shall work according to the directions given by your project guide.
3. Please note that this appointment is temporary and under no circumstances can be a basis of permanent appointment in our Organisation.
4. You shall follow the applicable policies, rules and regulations of the organization and conduct yourself accordingly.
5. You shall ensure confidentiality of information and will have to sign the enclosed NDC.
6. The project topic will be informed to you separately
7. Please sign and return a copy of this letter as a token of your acceptance, on the date of joining.

You are requested to submit soft copy of the following documents.

1. Colored passport size photograph.
2. Pan Card
3. Aadhar Card

Looking forward welcoming you

Yours Sincerely,



For Authorised Signatory

# **MULTI-LIVING TECHNOLOGIES PRIVATE LIMITED**

Regd. Off: 7th Floor, Lodha Excelus, Apollo Mills Compound, N. M. Joshi Marg, Mahalaxmi, Mumbai - 400011.

Tel: +91 22 71519034 Email: compliance@doma.co.in

CIN No.: U70200MH2019PTC328211

## **NON-DISCLOSURE AGREEMENT**

Ref No. : MLT/INT/2020/011

I, **Arnold Nair**, residing Mumbai, who has been selected as an **Intern**, hereby understand and confirm that all books, records, document and other information that I have access to either directly or indirectly, in the course of carrying out my duties and responsibilities, are entirely confidential and belong to the Company. I hereby undertake not to disclose, divulge or discuss any such confidential matters with any person whomsoever except as needed to carry out my duties and responsibilities for the Company. Also, I hereby confirm that I will ensure that all company documents and information will be treated as strictly confidential and will be kept secure from and inaccessible to unauthorized individuals. I agree that upon the event of my completion of summer training with the company, I shall return all documents and other relevant information in my possession to the company without deleting and/ or copying without the written consent of the company. I accept that any breach of this undertaking and understanding during the tenure of my summer training will result in strict disciplinary action and may lead to termination of services without notice and/or the necessary legal action/s including action/s under civil as well as criminal law as deemed fit. I also agree to make good the damages including monetary, caused to the Company because of the breach of this agreement. Further, I clearly understand that the above undertaking includes all information/documents etc. either in written form or in electronic form or any other recorded form whatsoever.

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

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