



**Pune Vidyarthi Griha's  
College of Science, Pune -09**

PVGCOS
NAAC Cycle 2
1.3.2
2020-21



**VSH SOLUTIONS PRIVATE LIMITED**

#7, Silver Estate, D Building,

S.No: 629/2/2, Bibwewadi Pune-411037

Maharashtra, India

**Date:** 31st August 2020

**To,**  
**Nkhil Shinde,**

**Subject: Offer letter**

Dear Nikhil,

With reference to your subsequent interview, we are pleased to offer you the internship in “**Software Engineer**” in our company based at Pune. The duration of your internship will be of 06 months effective from Jan 1st, 2020.

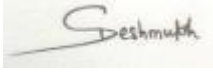
You are requested to present whole month or minimum twice in a week for sessions to introduce you to the technologies and processes used in our company from September 2020 to December 2020. Your monthly stipend during this period will be of INR 1,000.00/-

Your Internship program will commence from January 2021 to June 2021. During this tenure you will be paid monthly stipend of INR 07,000/-. You will be on our payroll after completion of internship with permanent Software Engineer position with annual CTC of INR 2, 00,000/-(Rupees Two Lakhs Only).

Kindly send us an email confirming the receipt of this offer letter as a token of acceptance.

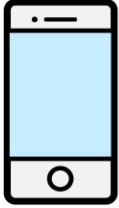
Yours faithfully  
For **VSH Solution Private Limited**

Accepted & Agreed



Mr. Nikhil Shinde.

SayaliDeshmukh- HR Manager



THE APPINEERS®

Date: 1<sup>st</sup> November 2019 Dear

Prasad Guhagarkar,

In reference to your application we would like to congratulate you on being selected for internship with Appineers India Private Limited as a **Project Trainee** w.e.f. **20<sup>th</sup> November 2019** with us on the following terms and conditions:

You will be paid a monthly stipend of Rs. 20,000/-. All payments/benefits to you will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deductions of appropriate taxes at source. The period of your internship will be 6 months. Based on your performance during the period of internship, the company may at its will, on or before completion of this internship, offer you full time employment with the company.

Your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned.

You will be working at the company's offices in Pune and your work schedule will be as specified by the company's standard policy for that financial year. The rules of the Company regarding working hours and weekly offs are subject to change without any prior notice. Your training will be liable for termination on 15 calendar days' notice without having to assign any reasons whatsoever.

You are required to follow the standards of confidentiality of the Company in all matters related to the Company, and as agreed by the Company with each of its clients. You will be required to sign a Non-Disclosure Agreement with the Company on acceptance of this training.

Yours faithfully,  
For Appineers India Private Limited

Neelam Chaudhary HR  
& Operations Head



USA: 925 Woodstock Road, Suite 250, Roswell, GA 30075  
India: E-2, Citadel, B.T, Kawade Road, Ghorpudi, Pune – 411001  
<https://www.theappineers.com>

(877) 534-1301  
9975067621

**Reference: ZCST/AL/055**

**Date: 3/ 11 /2020**

**Ms. Priya Chaudhari**

Sukhsagar Nagar part 2,  
Opposite to mahanada society,  
Katraj ,Pune 411046

**Subject:** Regarding Offer of Appointment with Zplus Cyber Secure Technologies Pvt. Ltd as  
**Software Developer, Department: Software Development**

Dear **Priya Chaudhari,**

With reference to your discussion with the company, we are pleased to make an offer of employment for the position of **Software Developer**, Department: **Software Development** at our organization. After probation period your CTC of **96,000 Rs. /- (ninety-six thousand only)**.

A letter of appointment will be given to you on joining.  
This offer of appointment is firm subject to all the following:

- a) Verification from previous employments, Please note that if any of the information given by you is found to be incorrect, this offer will be revoked.
- b) Submission of copy of the letter of resignation from your current employer duly acknowledged within a week of the date of this letter

 [info@zpluscybertech.com](mailto:info@zpluscybertech.com) |  +91-9850083751 / 8329665280

Rajdhani Complex, Office No. A/409, 4<sup>th</sup> Floor, Near Shankar Maharaj Math  
Pune-Satara Road, Pune 411043

c) Communication to us in writing, within 1 week of the date of this letter, the confirmed date of your joining our company.

d) Accept the letter with below term and condition.

- Your probation period will be for **two months** starting from the date of you're joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
- Your pay during the probation period will be performance base.
- In case, any of the party wishes to call off the contract then it can be done by giving a notice period of 60 days.



Kindly note that if you do not meet the above requirements, this offer will be revoked automatically.

We look forward to a positive confirmation from you and to your joining the Zplus Cyber Secure Technologies Pvt. Ltd team.

Yours truly,  
For, Zplus Cyber Secure Technologies Pvt. Ltd,

—



**Gorakh Bhosale**

Managing Director

Enclosure: Salary Details

**Reference: ZCST/AL/055**

**Ms. Priya Chaudhari, Designation: Software Developer, Department: Software Development**

**Salary Structure 2020-21**

<b>Earnings</b>	<b>Amount(Rs)</b>	<b>Per Annum(Rs)</b>	<b>Deductions</b>	<b>Amount(Rs)</b>
Monthly Components	<b>8,000</b>	96,000	Professional Tax	250
Basic Salary	5000		Empl ESI	
HRA	1000			
Conveyance Allowance	1000			
Educational Allowance	1000			
Other Allowance				
Incentive				
<b>Gross Pay</b>	8,000		<b>Total Deductions</b>	<b>250</b>
<b>Take Home</b>	7,750			
<b>Cost to Company</b>		96,000		



**Authorized Signatory**







**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184947310/Pune**  
**Date: 25/02/2019**

Mr. Abhishek Manik Dighe  
Sr.No-31,Mungle Nagar, Shree Complex,  
Dhankawadi,  
Pune-411043,  
Maharashtra.  
Tel# 91-8983946656

Dear Abhishek Manik Dighe, **Sub:**

### **Letter of Offer**

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

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

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

### **COMPENSATION AND BENEFITS**

#### **BASIC SALARY**

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

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

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

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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

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

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

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

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

### 1. House Rent Allowance (HRA)

Your HRA will be `2,840/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

### 2. Leave Travel Allowance

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

### 3. Personal Allowance

You will be eligible for a monthly personal allowance of of `1,400/- per month. This component is subject to review and may change as per TCSL's compensation policy.

### 4. Food Card

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

## PERFORMANCE PAY

### Monthly Performance Pay

You will receive a monthly performance pay of `1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

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

## OTHER BENEFITS

### Health Insurance Scheme

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

HIS offers the following benefits:

### 1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to `6,000/- per insured person per annum and basic hospitalization expenses up to `2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

### 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for `12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

### Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

### Loans

You will be eligible for loans, as per TCSL's loan policy.

### Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of `250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

### Professional Memberships

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You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Disclaimer**

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

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### **3. Training Period**

Continuous Learning is a way of life in TCSL and forms a critical part of your employment with TCSL. On joining TCSL, you will be given the opportunity to undergo our Initial Learning program (ILP). This formal learning will add value to you as a professional and help you to excel in your career.

Formal assessments will be carried out during your learning period. The weighted average of these evaluations will be a major component of your first appraisal.

If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

You may please note that in the event of your performance during the ILP falling short of the required standard, TCSL reserves the right to either extend your ILP or terminate your services. You will be confirmed at the end of twelve months from the date of joining TCSL. This confirmation will be communicated to you in writing.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

### **4. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **5. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **6. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

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## 7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

## 8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

## 9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL `50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## 11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you

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are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

## 12. Terms and Conditions

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

## 13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

## 14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory at any point in time during your employment, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL `50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

## 15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

## 16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

## 17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

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## 18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

## 19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted.

- Permanent Account Number (PAN) Card

You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.

- Standard X and XII mark sheets equivalent

- Diploma certificate and mark sheets of all semesters

- Degree certificate and mark sheets for all semesters

- Birth Certificate / Proof of Age

- Work permit and/or any other documentation as prescribed by Government of India

- Passport

- 6 photographs

- Medical Certificate

- An affidavit/notarised undertaking stating:

\*There is no criminal offence registered/pending against you

\*There is no disciplinary case pending against you in the university \*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

Please note that failure to produce the prescribed set of documents before completion of your Initial Learning Program would entitle TCSL to withdraw this offer letter.

## 20. Initial Training Programme

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria

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which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## **21. Letter of Appointment**

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## **22. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## **23. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

## **Withdrawal of Offer**

If you fail to accept the offer from TCSL within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

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For TATA Consultancy Services Limited

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



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

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

**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Abhishek Manik Dighe</b>
<b>Designation</b>	<b>Graduate Trainee</b>
<b>Institute Name</b>	<b>Others</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,332	63,980
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,500	18,000
<b>3) Annual Components/Retirals</b>		
Health Insurance***	NA	4,000
Provident Fund	852	10,224
Gratuity	341	4,098
ESI Contribution##		7,656
Total of Annual Components & Retirals	1,194	18,322
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,93,158</b>

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

##Contribution towards Employees' State Insurance borne by TCS.

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

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

TCS

Confidential



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

Table 2: TCSL defined structure for BoB (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
House Rent Allowance	2,840	34,080
Leave Travel Assistance	592	7,100
Food Card	500	6,000
Personal Allowance	1,400	16,800
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,332</b>	<b>63,980</b>

**Annexure 2**

**TATA CONSULTANCY SERVICES**

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### Regional Offices

<p><b>Ahmedabad</b>  <b>Lead -Talent Acquisition</b>  Tata Consultancy Services  Infocity, Info Tower 1, 5<sup>th</sup> Floor,  Airport Road, Gandhinagar - 382 009  Tel: 079 - 66712600  Fax: 079 - 66712601</p>	<p><b>Bangalore</b>  <b>Lead -Talent Acquisition</b>  Tata Consultancy Services  VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield,  Bangalore – 560 066  Tel: 080 – 67247000  Fax: 080 - 28410114</p>
<p><b>Chennai</b>  <b>Lead- Talent Acquisition</b>  Tata Consultancy Services  415/21-24, Kumaran Nagar,  Sholinganallur, Old Mahabalipuram,  Chennai - 600 119, Tamil Nadu, India  Tel: 044 - 66162222/62194/62195  Fax: 044 - 66162555</p>	<p><b>Delhi</b>  <b>Lead-Talent Acquisition</b>  Tata Consultancy Services  5<sup>th</sup> Floor, PTI Building, 4, Parliament Street,  New Delhi - 110 001  Tel: 011 - 66506555  Fax: 011 - 23311735</p>
<p><b>Hyderabad</b>  <b>Lead-Talent Acquisition</b>  Tata Consultancy Services  Deccan Park, No. 1 software Units Layout,  Madhapur, Hyderabad - 500 081  Tel: 040 - 66672000  Fax: 040 - 66672222</p>	<p><b>Kolkata</b>  <b>Lead-Talent Acquisition</b>  TATA Consultancy Services  ODC 1-K-1, Gitanjali Park,  IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town,  Kolkata - 700 156, West Bengal.  Tel: 033 - 6653 0000  Fax : 033 - 6653 0003</p>
<p><b>Lucknow</b>  <b>Lead -Talent Acquisition</b>  Tata Consultancy Services  1\1, Vibhuti Khand, Gomti Nagar,  Lucknow - 226 010  Tel: 0522 - 6661001  Fax: 0522 - 6661001</p>	<p><b>Mumbai</b>  <b>Lead-Talent Acquisition</b>  Tata Consultancy Services  Yantra Park, Opp. Voltas HRD Trg. Center,  Subhash Nagar, Pokhran Road No. 2,  Thane( West), 400601  Tel: 022 - 67782000/2222  Fax: 022 - 67782190</p>
<p><b>Pune</b>  <b>Lead-Talent Acquisition</b>  Tata Consultancy Services  Niyati Tiara, Ground Floor,  S.No 103/A/1/129, CTS 1995, Nagar Road,  Yerwada, Pune - 411 006  Tel: 020 – 66087777  Fax: 020 - 66087107</p>	<p><b>Thiruvananthapuram</b>  <b>Lead - Talent Acquisition</b>  Tata Consultancy Services  Peepul Park, Technopark Campus  Karyavattom p.o.  Thiruvananthapuram - 695 581.  Tel - 0471- 2519400  Fax - 0471- 2519499</p>

### Annexure 3

## Confidentiality and IP Terms and Conditions

### 1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

### TATA CONSULTANCY SERVICES

#### Tata Consultancy Services Limited

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- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.

## 2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

## 3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the

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Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall coordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

#### **4. Prior knowledge**

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### **5. Use of third party material**

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

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## 6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

## 7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

## 8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.

## 9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## 10. General

- (a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.
- (b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of

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TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

- (c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.
- (d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.
- (e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- (f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

## 11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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Date: 18<sup>th</sup> Jan 2021

**Subject: Letter of employment offer - Software Engineer**

Dear Adwait,

Following our recent interview, we are delighted to offer you the employment with SelfMade Software Pvt. Ltd.

SelfMade Software Pvt. Ltd is a wholly owned subsidiary of SelfMade Group B.V. the parent company of Munro Tailoring B.V., The Netherlands. You will become a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of software products, support and relevant services.

We are confident, you will find this new opportunity both challenging and rewarding. The following points outline the basic mutually agreed terms of offer.

**Title:** Software Engineer

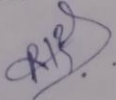
**Start date:** 1<sup>st</sup> Aug 2021. (or after successful completion of your graduation)

**CTC / Year:** Rs 400000.00 (Rupees Four lacs per year)

Please refer 'Annexure A' for detail distribution of your CTC and 'Annexure B' for 'Terms and Condition' as a part of the offer letter. This offer is subject to successful completion of internship with SelfMade Software Pvt Ltd.

We look forward to the opportunity to work with you in an atmosphere that is successful, mutually challenging and rewarding.

Director



AP Rakshie

SelfMade Software Pvt. Ltd.



Name: Adwait Kulkarni

Designation: Software Engineer

Details	Monthly	Annually
Basic Salary	10769.00	129228.00
HRA	8076.00	96912.00
Special allowance	3393.33	40720.00
LTA	2000.00	24000.00
Education Allowance	200.00	2400.00
Medical reimbursement	1250.00	15000.00
Internet reimbursement	1000.00	12000.00
Petrol reimbursement	1600.00	19200.00
Wellness Allowance	1000.00	12000.00
Bonus	2245.00	26942.00
<b>Total Income</b>	<b>31533.33</b>	<b>378400.00</b>
Employer's PF contribution	1800.00	21600.00
<b>CTC</b>	<b>33333.33</b>	<b>400000.00</b>

#### Additional Benefits

- ✓ Medical insurance of 5 Lacs for your family including spouse, 2 children and dependent parents.
- ✓ Gratuity as per Government Act. this component is not included in CTC.
- ✓ Profit share: This is a component shared yearly with Munro Tailoring and SelfMade Software Pvt. Lt. based on standard terms and conditions.

#### Annexure B

This has reference to offer letter dated 18<sup>th</sup> Jan 2021. We are pleased to offer you an Appointment Software Developer in our organization on the following terms and conditions with effect from 01 Jan 2021. As agreed, your salary (CTC) will 4,000,00.00 per year. (Rs Four lacs per year)

This document mentions terms and conditions are between SelfMade Software Pvt. Ltd, henceforth termed as an "Organization" and its hired employee (contracted, temporary or permanent). Acceptance of offer of employment by an employee shall be considered as an unconditional agreement of "Terms & Conditions".

These "Terms & Conditions" is applicable for Full Time Employees. "Terms & Conditions" for internship will be provided separately.

## **1. Organization Culture**

Employee must follow and respect Organizational culture and Identity. Employee will be an integral part of work culture and always contribute to maintain and improve the same.

## **2. Duties and Responsibilities**

Employee will be expected to perform the duties and responsibilities of the roles that will be agreed and assigned time to time by the Organization. It should not be presumed that the scope of Employee's duties is circumscribed or limited by the designation and it should be clearly understood that the Organization reserves the right to allot any type of duties whatsoever consistent with the work requirements and the nature of the employment.

The Employee will not carry out any work for third parties and will refrain from doing business on his own account, without the Organization's written permission. The Employee will also not accept or stipulate any financial or other benefits from third parties, whether directly or indirectly, which could be considered to be connected with his work at or for the Organization.

## **3. Compensation**

The CTC agreed upon by the offer will be inclusive of allowances, associated components and 8.33% bonus. As per regulations of Government or Local authorized body taxes will be deducted from salary. E.g. Professional tax, Income tax.

Salaries will be revised every year at the end of financial year based on the salary scheme of the Organization. Organization reserves the rights to amend salary on mutual agreement if need arises.

## **4. Internship**

The offer is subject to successful completion of internship program, which starts from 18 January 2021. In the internship program, you will receive stipend of Rs 12,000 per month. During the period of internship program, you will be allowed to avail unpaid leaves for examination and preparation. More details of internship program will be provided separately.

## **5. Profit sharing**

On top of the compensation mentioned above, at sole discretion of Organization's management an annually profit sharing can be given, based on the Profit of the SelfMade Group. The amount will be announced latest in June and paid out in August.

#### **7. Probation**

On commencing of an employment every employee shall be on probation period for 3 months. The Organization reserves the right to terminate Employee's services during the above period at any time assigning any reason whatsoever and without notice or pay in lieu thereon. The probationary period exceptionally, be extended or reduced subject to an employee demonstrates satisfactory level of performance.

#### **8. Termination**

On termination of employment with the Organization irrespective of the circumstances, Employee shall be required to return any material items belonging to the Organization per inventory, and all non-material items in Employee possession including but not limited to Intellectual property (documentation, software, e-mail, correspondence) and any other information required for the continued execution of the duties of Employee's role (login credentials, business contact information).

Employee are also bound to repay any and all outstanding debts or loans due to the Organization. The Organization is hereby authorized to deduct from any payments due to the employee the amount of such debts or loans to the Organization.

#### **9. Compensation of training cost due to premature termination by employee**

With acceptance of this offer, you acknowledges that substantial costs will have been invested on your training, specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the one year term would unfairly prejudice the Company, and, as a condition of employment, Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of one year from the date of his/her joining the services of the Company.

In case the Employee, for any reason, leaves the services of the Company before the said period of one year, then he/she shall forthwith pay a sum of Rs 1,50,000 (Rs one lakh fifty thousand only) being the cost of training and indemnification of the cost of training to the Company. The Employee undertakes not to dispute this amount and shall pay the amount, before requesting for formal relieving order from the Company & at the same time the company has full right to initiate appropriate legal proceeding against the Employee.

#### **10. Notice Period**

A notice of 1 months is required during the first year of Employee employment with the Organization. In subsequent years either party to terminate this contract. In subsequent years either party may terminate the contract with a notice period of 2 months. Notice period is considered to start from the point the termination letter is received by the other Party. However, when situations warrant, as in the case of breach of policies, the Organization may decide to terminate the contract with immediate effect.

#### **11. Working Hours, Holidays and Leave**

Normal working hours of the Organization are 9:30AM to 6.30PM Monday to Friday. Lunch time is from 1.00 pm to 1.30pm. Saturday and Sunday are Weekly holidays.

As per Government regulations each employee avail 9 days per year as mandatory Holidays. List of holidays will be informed every year.

Employee will be entitled for 21 days holidays per year on accumulation basis. All holidays taken shall be preapproved. A maximum of 3 weeks of vacation days may be taken in a continuous period. The Company reserves the right to modify the above provisions at any time without notice.

is entitled to specify collective days off up to a maximum of two days per calendar year. The entitlement to vacation days is built up in proportion to the number of working hours. If by the end of the calendar year the amount unused holidays exceed the legal maximum (42 days), the Organization will be entitled to pay out the exceeding number unused holidays.

## **12. Expenses and Reimbursement**

Employee will be reimbursed necessary and reasonable out-of-pocket expenses incurred as part of delivering responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Organization.

## **13. Travel**

Employee may also be required to travel as part of employment. Employee will be intimated ahead of time to give sufficient time to prepare for this. Expenses and compensation for Travel will be based on location of travel needed for business demands and approval of the same by the Organization.

A travel allowance of 45 euro per day will be paid for all expenses, excluding housing and airplane ticket, when visiting the parent company in the Netherlands.

## **14. Medical**

Organization may decide to terminate Employee based on valid medical advice that Employee have become physically/mentally incapacitated to such an extent that Employee is unable to deliver the responsibilities.

## **15. Medical / health insurance**

Organization offers basic medical / health insurance to the Employee.

## **16. Internet allowance**

A monthly contribution for high speed internet (4Mb minimum) of INR 1000 is paid to Employee.

## **17. Training**

The Organization may select and offer training for employees at the Organization location or outside at its own discretion. Employee will be required to attend these trainings and assignments

## **18. Clothing arrangement**

Employees can avail flat 65% discount (pricelist NL) on orders made with Atelier Munro. Maximum discount amount can not exceed more than EURO 1000.00 per year.

**18. Company's property**

Employee shall be responsible for safe keeping and return in good condition and order, the company's property which may be in your use/custody/care or charge. The company reserves the right to deduct money value of all such items from your emoluments and / or take such action as it deems proper in the event of your failure to account for them to the satisfaction of the company.

**19. Intellectual Property Rights**

Organization will retain ownership of all intellectual properties generated during the course of Employee employment as part of duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by Employee individually or as part of a team during the course of Employee employment and as part of Employee employment will be wholly vested in the Organization. By this contract Employee have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement Employee are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Organization as required by Employee employment.

**20. Non-Disclosure**

Both during the period of the employment contract and after its termination, the Employee is not permitted to disclose in any way to third parties, in any form, directly or indirectly, any particulars of or concerning the Organization or concerning or connected with a company affiliated with the Organization, including but not restricted to customers, production companies, suppliers of semi-finished or finished products, models and designs, regardless of whether such information is accompanied by a designation indicating the confidential nature of the information, and regardless of the manner in which the Employee has learned of the particulars. Infringement of this obligation can be considered by the Organization as an urgent reason for instant dismissal. On the termination of the employment contract, the Employee is obliged to provide to the Organization all information, in whatever form, that is held by him. The making of duplicates and/or copies of this information is not permitted.

In the event of the infringement of this duty of confidentiality, the Employee is liable to pay the Employee an immediately payable penalty of INR 250,000, as well as INR 25,000 for every day that this infringement continues, without prejudice to the Organization's right to claim compensation for the damage actually suffered.

**21. Non-competition clause/business relations clause**

The Employee is not permitted:

1. during a period of one year after the termination of the employment contract, without the Organization's prior written permission, to establish, conduct, jointly conduct or arrange to have conducted a company in competition with the Organization or a company affiliated with the Organization's company, or to have any interest in such a company, or to work at or for such a company in any way, whether or not in return for reimbursement.

2. either during the period of the employment contract or during a period of one year after the termination of the employment contract, without the Organization's prior written permission, to induce employees of the Organization or a company affiliated with the Organization's company to terminate their contracts of employment with a view to competing in any way with the Organization or with a company affiliated with the Organization.
3. during a period of one year after the termination of the employment contract, to work for or to be involved or employed in any way with, whether or not in return for a reimbursement, or to have a financial interest in, a business relation or prospect of the Organization and/or a company affiliated with the Organization, for which business relation or prospect the Organization and/or a company affiliated with the Organization carries out, has carried out or will carry out work.
4. to approach business relations/prospects of the Organization or of companies affiliated with the Organization as specified under point 3, in self-interest or in the interests of third parties, with a view to inducing them to end the relationship with the Organization or with companies affiliated with the Organization, whether or not for the benefit of a competitor.
5. For every infringement of this non-competition/business relations clause or of the non-solicitation clause, the Employee is liable to pay the Organization an immediately payable penalty of INR 250,000, as well as INR 25,000 for every day that this infringement continues, without prejudice to the Organization's right to claim compensation for the damage actually suffered.

## **22. Warranty**

Employee represent and warrant to the Organization that the terms and conditions of Employee employment are legal, valid and binding upon Employee and acceptance of the same by Employee and the performance of Employee obligations pursuant to Employee employment by the Organization does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding to which Employee are a party (including, without limitation, any other employment agreements).

## **23. Transparency**

The letter of appointment is being issued to you on clear understanding that there is nothing on your past record which would have prevented the Management from offering you employment. If however, it is found at any time hereinafter that your past record is objectionable or if any declaration given by you or statement made by you to the management is false or if you have wilfully suppressed any material information, in such a case you will be liable to be removed from the services of the company forthwith without any notice.

## **24. Unilateral changes clause**

The Organization reserves the right to unilaterally amend the employment contract if he has a such a weighty interest therein that this outweighs the interests of the Employee in accordance with the standards of reasonableness and fairness.

## **25. Jurisdiction**

# SELFMADE

SELFMADE SOFTWARE PRIVATE LIMITED

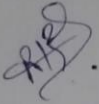
505+506, Lunkad Sky Vista, New Air Port Road  
Survey No 230/A/3/2, Viman Nagar, Pune  
Maharashtra, India - 411014  
☎ +91 20 69 333 406

Employee employment shall be governed by and construed in accordance with the laws of India and the courts of Pune, Maharashtra shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with Employee employment with the Organization or any of the terms and conditions of Employee employment with the Organization.

Employee has read the abovementioned terms and conditions and has understood the same and does hereby agree to abide by the terms and conditions. Employee is signing this document as a token of my having accepted the Appointment and abovementioned terms and conditions.

Date: 18<sup>th</sup> Jan 2021

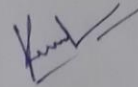
Date: 18<sup>th</sup> Jan 2021



**AP Rakshe**

Director

SelfMade Software Pvt. Ltd.



**Adwait Kulkarni**





# VSI VoidStarIndia

25th January 2020,

To

Ankur Tandulwadkar,

SUB:- Offer Letter

In regards to the discussion you had with us,

VSI is pleased to offer you a position of Software Developer with us. The annual CTC(Cost To Company) including all the Salary, allowances and expenses we are offering is 1.5 lakh per annum.

You are required to join the Company on or before 3rd February 2020. Please return a signed copy of this letter as a token of your acceptance of offer.

We look forward to you joining us on this journey.

Yours Faithfully,

Rohit Magdum

Co-Founder

VoidStarIndia Solutions LLP

📍 678/Plot-16, Ekdant Society, Behind Bhagali Hospital, Bibwewadi, Pune-411037

☎ +91 8055679751 / +91 9096246136

✉ info@voidstarindia.com



Date: 18<sup>th</sup> Jan 2021

**Subject: Letter of employment offer - Software Engineer**

Dear Adwait,

Following our recent interview, we are delighted to offer you the employment with SelfMade Software Pvt. Ltd.

SelfMade Software Pvt. Ltd is a wholly owned subsidiary of SelfMade Group B.V. the parent company of Munro Tailoring B.V., The Netherlands. You will become a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of software products, support and relevant services.

We are confident, you will find this new opportunity both challenging and rewarding. The following points outline the basic mutually agreed terms of offer.

**Title:** Software Engineer

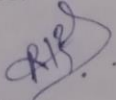
**Start date:** 1<sup>st</sup> Aug 2021. (or after successful completion of your graduation)

**CTC / Year:** Rs 400000.00 (Rupees Four lacs per year)

Please refer 'Annexure A' for detail distribution of your CTC and 'Annexure B' for 'Terms and Condition' as a part of the offer letter. This offer is subject to successful completion of internship with SelfMade Software Pvt Ltd.

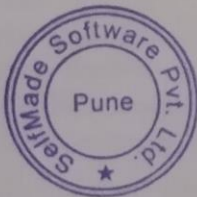
We look forward to the opportunity to work with you in an atmosphere that is successful, mutually challenging and rewarding.

Director



AP Raksh

SelfMade Software Pvt. Ltd.



Name: Adwait Kulkarni

Designation: Software Engineer

Details	Monthly	Annually
Basic Salary	10769.00	129228.00
HRA	8076.00	96912.00
Special allowance	3393.33	40720.00
LTA	2000.00	24000.00
Education Allowance	200.00	2400.00
Medical reimbursement	1250.00	15000.00
Internet reimbursement	1000.00	12000.00
Petrol reimbursement	1600.00	19200.00
Wellness Allowance	1000.00	12000.00
Bonus	2245.00	26942.00
<b>Total Income</b>	<b>31533.33</b>	<b>378400.00</b>
Employer's PF contribution	1800.00	21600.00
<b>CTC</b>	<b>33333.33</b>	<b>400000.00</b>

#### Additional Benefits

- ✓ Medical insurance of 5 Lacs for your family including spouse, 2 children and dependent parents.
- ✓ Gratuity as per Government Act. this component is not included in CTC.
- ✓ Profit share: This is a component shared yearly with Munro Tailoring and SelfMade Software Pvt. Lt based on standard terms and conditions.

#### Annexure B

This has reference to offer letter dated 18<sup>th</sup> Jan 2021. We are pleased to offer you an Appointment Software Developer in our organization on the following terms and conditions with effect from 0 2021. As agreed, your salary (CTC) will 4,000,00.00 per year. (Rs Four lacs per year)

This document mentions terms and conditions are between SelfMade Software Pvt. Ltd, henceforth termed as an "Organization" and its hired employee (contracted, temporary or permanent). Acceptance of offer of employment by an employee shall be considered as an unconditional agreement of "Terms & Conditions".

These "Terms & Conditions" is applicable for Full Time Employees. "Terms & Conditions" for internship will be provided separately.

## **1. Organization Culture**

Employee must follow and respect Organizational culture and Identity. Employee will be an integral part of work culture and always contribute to maintain and improve the same.

## **2. Duties and Responsibilities**

Employee will be expected to perform the duties and responsibilities of the roles that will be agreed and assigned time to time by the Organization. It should not be presumed that the scope of Employee's duties is circumscribed or limited by the designation and it should be clearly understood that the Organization reserves the right to allot any type of duties whatsoever consistent with the work requirements and the nature of the employment.

The Employee will not carry out any work for third parties and will refrain from doing business on his own account, without the Organization's written permission. The Employee will also not accept or stipulate any financial or other benefits from third parties, whether directly or indirectly, which could be considered to be connected with his work at or for the Organization.

## **3. Compensation**

The CTC agreed upon by the offer will be inclusive of allowances, associated components and 8.33% bonus. As per regulations of Government or Local authorized body taxes will be deducted from salary. E.g. Professional tax, Income tax.

Salaries will be revised every year at the end of financial year based on the salary scheme of the Organization. Organization reserves the rights to amend salary on mutual agreement if need arises.

## **4. Internship**

The offer is subject to successful completion of internship program, which starts from 18 January 2021. In the internship program, you will receive stipend of Rs 12,000 per month. During the period of internship program, you will be allowed to avail unpaid leaves for examination and preparation. More details of internship program will be provided separately.

## **5. Profit sharing**

On top of the compensation mentioned above, at sole discretion of Organization's management an annually profit sharing can be given, based on the Profit of the SelfMade Group. The amount will be announced latest in June and paid out in August.

#### **7. Probation**

On commencing of an employment every employee shall be on probation period for 3 months. The Organization reserves the right to terminate Employee's services during the above period at any time assigning any reason whatsoever and without notice or pay in lieu thereon. The probationary period exceptionally, be extended or reduced subject to an employee demonstrates satisfactory level of performance.

#### **8. Termination**

On termination of employment with the Organization irrespective of the circumstances, Employee shall be required to return any material items belonging to the Organization per inventory, and all non-material items in Employee possession including but not limited to Intellectual property (documentation, software, e-mail, correspondence) and any other information required for the continued execution of the duties of Employee's role (login credentials, business contact information).

Employee are also bound to repay any and all outstanding debts or loans due to the Organization. The Organization is hereby authorized to deduct from any payments due to the employee the amount of such debts or loans to the Organization.

#### **9. Compensation of training cost due to premature termination by employee**

With acceptance of this offer, you acknowledges that substantial costs will have been invested on your training, specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the one year term would unfairly prejudice the Company, and, as a condition of employment, Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of one year from the date of his/her joining the services of the Company.

In case the Employee, for any reason, leaves the services of the Company before the said period of one year, then he/she shall forthwith pay a sum of Rs 1,50,000 (Rs one lakh fifty thousand only) being the cost of training and indemnification of the cost of training to the Company. The Employee undertakes not to dispute the amount and shall pay the amount, before requesting for formal relieving order from the Company & at the same time the company has full right to initiate appropriate legal proceeding against the Employee.

#### **10. Notice Period**

A notice of 1 months is required during the first year of Employee employment with the Organization. In subsequent years either party to terminate this contract. In subsequent years either party may terminate the contract with a notice period of 2 months. Notice period is considered to start from the point the termination letter is received by the other Party. However, when situations warrant, as in the case of breach of policies, the Organization may decide to terminate the contract with immediate effect.

#### **11. Working Hours, Holidays and Leave**

Normal working hours of the Organization are 9:30AM to 6.30PM Monday to Friday. Lunch time is from 1.00 pm to 1.30pm. Saturday and Sunday are Weekly holidays.

As per Government regulations each employee avail 9 days per year as mandatory Holidays. List of holidays shall be informed every year.

Employee will be entitled for 21 days holidays per year on accumulation basis. All holidays taken shall be preapproved. A maximum of 3 weeks of vacation days may be taken in a continuous period. The Company reserves the right to modify the above terms and conditions at any time without notice.

is entitled to specify collective days off up to a maximum of two days per calendar year. The entitlement to vacation days is built up in proportion to the number of working hours. If by the end of the calendar year the amount unused holidays exceed the legal maximum (42 days), the Organization will be entitled to pay out the exceeding number unused holidays.

## **12. Expenses and Reimbursement**

Employee will be reimbursed necessary and reasonable out-of-pocket expenses incurred as part of delivering responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Organization.

## **13. Travel**

Employee may also be required to travel as part of employment. Employee will be intimated ahead of time to give sufficient time to prepare for this. Expenses and compensation for Travel will be based on location of travel needed for business demands and approval of the same by the Organization.

A travel allowance of 45 euro per day will be paid for all expenses, excluding housing and airplane ticket, when visiting the parent company in the Netherlands.

## **14. Medical**

Organization may decide to terminate Employee based on valid medical advice that Employee have become physically/mentally incapacitated to such an extent that Employee is unable to deliver the responsibilities.

## **15. Medical / health insurance**

Organization offers basic medical / health insurance to the Employee.

## **16. Internet allowance**

A monthly contribution for high speed internet (4Mb minimum) of INR 1000 is paid to Employee.

## **17. Training**

The Organization may select and offer training for employees at the Organization location or outside at its own discretion. Employee will be required to attend these trainings and assignments

## **18. Clothing arrangement**

Employees can avail flat 65% discount (pricelist NL) on orders made with Atelier Munro. Maximum discount amount can not exceed more than EURO 1000.00 per year.

**18. Company's property**

Employee shall be responsible for safe keeping and return in good condition and order, the company's property which may be in your use/custody/care or charge. The company reserves the right to deduct money value of all such items from your emoluments and / or take such action as it deems proper in the event of your failure to account for them to the satisfaction of the company.

**19. Intellectual Property Rights**

Organization will retain ownership of all intellectual properties generated during the course of Employee employment as part of duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by Employee individually or as part of a team during the course of Employee employment and as part of Employee employment will be wholly vested in the Organization. By this contract Employee have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement Employee are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Organization as required by Employee employment.

**20. Non-Disclosure**

Both during the period of the employment contract and after its termination, the Employee is not permitted to disclose in any way to third parties, in any form, directly or indirectly, any particulars of or concerning the Organization or concerning or connected with a company affiliated with the Organization, including but not restricted to customers, production companies, suppliers of semi-finished or finished products, models and designs, regardless of whether such information is accompanied by a designation indicating the confidential nature of the information, and regardless of the manner in which the Employee has learned of the particulars. Infringement of this obligation can be considered by the Organization as an urgent reason for instant dismissal. On the termination of the employment contract, the Employee is obliged to provide to the Organization all information, in whatever form, that is held by him. The making of duplicates and/or copies of this information is not permitted.

In the event of the infringement of this duty of confidentiality, the Employee is liable to pay the Employee an immediately payable penalty of INR 250,000, as well as INR 25,000 for every day that this infringement continues, without prejudice to the Organization's right to claim compensation for the damage actually suffered.

**21. Non-competition clause/business relations clause**

The Employee is not permitted:

1. during a period of one year after the termination of the employment contract, without the Organization's prior written permission, to establish, conduct, jointly conduct or arrange to have conducted a company in competition with the Organization or a company affiliated with the Organization's company, or to have any interest in such a company, or to work at or for such a company in any way, whether or not in return for reimbursement.

2. either during the period of the employment contract or during a period of one year after the termination of the employment contract, without the Organization's prior written permission, to induce employees of the Organization or a company affiliated with the Organization's company to terminate their contracts of employment with a view to competing in any way with the Organization or with a company affiliated with the Organization.
3. during a period of one year after the termination of the employment contract, to work for or to be involved or employed in any way with, whether or not in return for a reimbursement, or to have a financial interest in, a business relation or prospect of the Organization and/or a company affiliated with the Organization, for which business relation or prospect the Organization and/or a company affiliated with the Organization carries out, has carried out or will carry out work.
4. to approach business relations/prospects of the Organization or of companies affiliated with the Organization as specified under point 3, in self-interest or in the interests of third parties, with a view to inducing them to end the relationship with the Organization or with companies affiliated with the Organization, whether or not for the benefit of a competitor.
5. For every infringement of this non-competition/business relations clause or of the non-solicitation clause, the Employee is liable to pay the Organization an immediately payable penalty of INR 250,000, as well as INR 25,000 for every day that this infringement continues, without prejudice to the Organization's right to claim compensation for the damage actually suffered.

## **22. Warranty**

Employee represent and warrant to the Organization that the terms and conditions of Employee employment are legal, valid and binding upon Employee and acceptance of the same by Employee and the performance of Employee obligations pursuant to Employee employment by the Organization does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding to which Employee are a party (including, without limitation, any other employment agreements).

## **23. Transparency**

The letter of appointment is being issued to you on clear understanding that there is nothing on your past record which would have prevented the Management from offering you employment. If however, it is found at any time hereinafter that your past record is objectionable or if any declaration given by you or statement made by you to the management is false or if you have wilfully suppressed any material information, in such a case you will be liable to be removed from the services of the company forthwith without any notice.

## **24. Unilateral changes clause**

The Organization reserves the right to unilaterally amend the employment contract if he has a such a weighty interest therein that this outweighs the interests of the Employee in accordance with the standards of reasonableness and fairness.

## **25. Jurisdiction**



# SELFMADE

SELFMADE SOFTWARE PRIVATE LIMITED

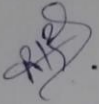
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Employee employment shall be governed by and construed in accordance with the laws of India and the courts of Pune, Maharashtra shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with Employee employment with the Organization or any of the terms and conditions of Employee employment with the Organization.

Employee has read the abovementioned terms and conditions and has understood the same and does hereby agree to abide by the terms and conditions. Employee is signing this document as a token of my having accepted the Appointment and abovementioned terms and conditions.

Date: 18<sup>th</sup> Jan 2021

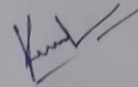
Date: 18<sup>th</sup> Jan 2021



**AP Rakshe**

Director

SelfMade Software Pvt. Ltd.



**Adwait Kulkarni**





**CONFIDENTIAL**

**26 March 2018**

**Aditi Billore**  
**Flat No. B-307, Sr No. 19/4,**  
**Polite Paradise, Kamal Park,**  
**Dhanori, 411015,Pune.**

We are pleased to extend you an offer to join ZS Associates India Private Ltd. ('ZS') as a Operations Delivery Associate. We hope that you give this opportunity with ZS serious consideration.

Your joining location at 'ZS' will be driven by business needs that arise closer to your actual joining. We will try to align your joining location preference to the best we can manage however; it could be either Pune or Delhi office. We will confirm joining location closer to the actual joining date.

ZS has a very special culture of collaboration and innovation. We focus our attention on producing client work of outstanding quality, and we share a belief in learning, self-improvement and expertise as a means to achieving that quality.

**Salary:** Your annual gross salary will be INR 300,000, inclusive of your basic, fixed allowances and provident fund contributions; all associates are paid on the last working day of every month. Details of the compensation break up and office specific benefits will be shared with you closer to your joining after an office location has been finalized for you.

**Performance Bonus:** ZS associates receive performance bonuses at the end of each year, based on eligible wages earned during the calendar year. In your joining year, this bonus will be up to 10% of your base salary income earned. Your performance and the company's results will determine your incentive compensation. All bonuses are determined at the discretion of ZS, and are subject to all standard withholding taxes.

**Emerging Leader Reward Program:** The expertise you gain over your tenure is valuable to ZS and we recognize your continued commitment and progression toward becoming a future leader in the firm. ZS rewards this expertise through a tenure-based incentive which begins at your twoyear anniversary. Payout details can be found in Appendix 1.

All bonuses are determined at the discretion of ZS, and are subject to all standard withholding taxes.

**Provident Fund:** When you begin employment with ZS, you will be enrolled in a Provident Fund account. The primary objective of this program is to provide long-term financial security for ZS employees, while reducing current tax exposure. Personal contributions to the account of up to 12% of basic salary will be deducted from your gross salary; the firm makes matching contributions to your account.

Dear Aditi:

ZS Associates India Pvt. Ltd.  
World Trade Center,  
Tower 3 Kharadi  
Pune - 411014  
Maharashtra, India  
T | +91 20 6739 5000 F  
| +91 20 6739 5001  
www.zs.com

SALES-MARKETING



**Gratuity:** After you complete five years of continuous service, ZS will pay 15 days' salary for every completed year of service at the time of retirement or separation. The maximum amount payable is governed by the Gratuity Law.

In addition to components of the offer detailing direct compensation described above, this offer also includes elements describing non-cash benefits of employment with ZS. You will be eligible for all of the following benefits as of your start date with ZS. Benefits described are subject to taxes based on the prevailing government guidelines.

**Annual Leave, Holidays and Sick Time:** We provide 25 days of paid annual leave per year, inclusive of privilege and casual leave, on a pro-rata basis. Any accrued annual leave balance in excess of 10 days is encashed each January. In addition, ZS has designated paid holidays and permits up to seven paid sick days per year.

**Insurance:** We offer a group insurance plan to cover hospitalization expenses for employees and up to three direct family members residing in the same household. Additionally, ZS pays for an annual Executive Health Check. ZS provides accident insurance and business travel insurance for employees. ZS also provides life insurance coverage in the amount of three times your annual gross salary, with ZS paying these premiums in full.

**Meals and Transportation:** ZS provides meals during regular working hours and based on project needs. ZS also arranges shared daily commute transit for employees within defined geographic zones. For details please refer to Appendix 2.

**Broadband access:** ZS will provide a broadband allowance of INR 1,500 per month through payroll. We will also reimburse a one-time 'installation charge' of INR 500 against the receipt from your broadband service provider. We expect that you install a high-speed broadband connection at home to enable you to work remotely for project demands, and recommend at least a 2.0 MBPS wired connection. ZS retains the right to conduct random audits to ensure appropriate use of the allowance.

Finally, the following elements of your offer relate to logistics: getting you to ZS and getting you started.

**Relocation:** We will provide relocation assistance to help you move closer to your ZS office. If you are relocating from another city, ZS provides the following support:

- Upon your arrival, ZS will provide up to 2 weeks (14 days) of temporary guest house accommodation on a twin sharing basis. ZS will direct pay the guest house accommodation.
- ZS will provide a onetime relocation allowance of INR 30,000 to Associates through the second month's payroll. If you do not complete one full year (12 months) of continuous full-time employment with ZS, then you agree to refund the relocation allowance and the



expenses incurred for the accommodation and travel entirely. The relocation allowance is considered taxable income.

If you are relocating within cities, ZS will provide you with a relocation allowance if you wish to relocate closer to the office. For more details, please free to contact Akanksha Jaiswal ([Akanksha.Jaiswal@zs.com](mailto:Akanksha.Jaiswal@zs.com)) if you will be relocating within Delhi or Shweta Bhakre ([Shweta.Bhakre@zs.com](mailto:Shweta.Bhakre@zs.com)) or Seema Barage ([Seema.Barage@zs.com](mailto:Seema.Barage@zs.com)) if you will be relocating within Pune.

**Confidentiality and Employment Agreement:** Our work at ZS often involves the use of confidential information of our clients, as well as the development and use of ZS proprietary software and processes. In order for you to start employment with ZS, you will be required to sign the employment agreement. If you have questions regarding this agreement, please do not hesitate to ask.

**ZStart and Orientation:** New associates who begin employment between ZStart sessions participate in an office-based Orientation program to gain a basic understanding of ZS culture and work. The ZStart Academy program, held several times per year is designed to provide a deeper view of the issues you will solve and the skills you will develop at ZS. Both session provide an excellent opportunity to get to know other new ZS associates.

**Start Date and Formalities:** We prefer that individuals start employment with ZS on Mondays. Once you accept our employment offer, a Human Resources representative will contact you to finalize a start date.

This offer is subject to verification of original certificates of educational qualifications and other documents listed below. At the time of joining, you are required to bring the following:

- Original certificates of all educational qualifications, each with a photocopy
- Adhaar Card
- Proof of age (Pan Card or Passport photocopy)
- Relieving letter photocopy
- Photocopy of the latest salary slip from your current employer (if employed)
- Two passport-size photographs

We are pleased by the possibility of you starting your ZS career in this position. If you decide to accept this offer, please sign this letter electronically through DocuSign to return it to us. Should you decide not to accept, please decline through DocuSign so that your offer is closed.

Please know that we would like to hear from you regarding your decision as soon as possible. We will consider this offer to be valid until **20 April 2018**.



The elements of this offer are personal and specific to you, and accordingly, we do not consider them appropriate to be shared with colleagues or the general public. All details conveyed in this offer are based on our understanding of your expected completion of degree program, availability and likely start timing. We describe benefits and conditions currently in force as of today and expected to be ongoing at the time you join. If, in the course of your interviews, we solicited references or indicated the need for a background check, this offer is contingent upon successful completion of reference and/or background checks. If you have any questions about any of the elements of this offer, or would like to discuss the job further, please do not hesitate to call me.

We look forward to you joining ZS and helping ZS (and you!) continue to grow and prosper in the future!

Sincerely,

Tarun Pandey  
Office Managing Principal

DocuSigned by:  
Signature:   
3093BDA3367F494...

Name as it appears on PAN card or passport: \_\_\_\_\_ Aditi  
Billore \_\_\_\_\_

Date Signed: \_\_\_\_\_ 06-  
Apr \_\_\_\_\_ -2018

**APPENDIX 1**

**Emerging Leaders Reward Program (ELRP) – Payout schedule**

Payout months	Tenure in Months						Total = INR 200,000
	At the end of the Quarter of 24 <sup>th</sup> month	At the end of the Quarter of 30 <sup>th</sup> month	At the end of the Quarter of 36 <sup>th</sup> month	At the end of the Quarter of 42 <sup>th</sup> month	At the end of the Quarter of 48 <sup>th</sup> month	At the end of the Quarter of 54 <sup>th</sup> month	



	INR 20,000	INR 20,000	INR 30,000	INR 30,000	INR 50,000	INR 50,000	
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*ELRP payout only occurs if an individual is actively employed at the time of payout (end of calendar quarter).*



## Benefit Details

### Convenience Benefits:

- **Local Transportation:** A shared pickup and drop from residence to office for all employees residing within defined zones.
- **Advance toward Home Deposit:** An interest free advance up to INR 75,000 against lease agreement, recovered over a period of 06 months through payroll.

### Health and Wellness Benefits:

- **Group Medical Insurance:** A Sum Assured of INR 300,000 for Associates, Associate Consultants and Consultants and INR 400,000 for Managers and above. Employee can nominate up to 3 dependent family members
- **Life Insurance Coverage:** 3 times your annual gross salary
- **Accident Policy:** A Sum Assured of INR 1,000,000
- **Executive Health Checkup:** Annual Executive Health Checkup facility through a leading hospital chain for all employees and their spouses
- **Meals:** Breakfast, Lunch, Dinner and Snacks served in office on all working days
- **Leaves:** 25 days of vacation per calendar year and up to 7 days of sick leave on Pro-rata basis

## APPENDIX 2

### Local Transport Service – Pune

Please find below details related to the daily shared transportation service which is a part of the non-cash benefits.

#### Local Transport Service





We have broadly divided the Pune region into 3 zones. Please note that this list, while comprehensive, is by no means exhaustive. If you are planning to relocate to or are currently residing in Pune, we recommend that you find housing ideally within Zone 1 (the preferred locations), or within Zone 2 (other localities some distance away from the office). If you choose to live in one of the Zone 3 localities, you would need to come to the closest “pickup node” by a specific time, and ZS transport would be provided to bring you to the office from this location. This is the current transport arrangement and zoning, however do note that this arrangement may change in the future based on business needs.

<b>Zone 1: Ideal</b>	Viman Nagar, Kharadi, Lulla Nagar, Wanowrie, Fatima Nagar, BT Kawade Rd., Sopan Baug, WadgaonSheri, Brahma (Majestic, Avenue, Exuberance, Estate, Angan), NIBM Road, Salunke Vihar, Shastri Nagar, Kalyani Nagar, Hadapsar, Salisbury Park, Camp, Koregaon Park and Mundwa
<b>Zone 2: Acceptable</b>	S B Road, Gokhale Nagar, Erandawane, Deccan Gymkhana, Shivaji Nagar, Katraj, Bharti Vidyapeth, Dhankawadi, Bibwewadi, Karve Nagar, Kothrud, Paud Road, Karve Road, Paud Phata, Prabhat Road, Vishrantwadi, Handewadi, Sahakar Nagar, Mukund Nagar, Shaniwar Peth, Mandai and Shukrawar Peth
<b>Zone 3: No Service</b>	Bhosari, Dhanori, Pimple Saudagar, Pimple Gurav, Old Sanghvi, Sus Road, Pashan Road, Bavdhan, Warje, Dhayari, Narhe, Sinhagad Rd., Phursungi, Nigdi, Akurdi, Chinchwad, Pimpri, Thergaon, Wakad, Balewadi, Baner and Aundh

For more details on the transportation guidelines, please feel free to contact Mark Gaikwad (mark.gaikwad@zs.com) from the transport team.

### Local Transport Service - Delhi



Please find below details related to the daily shared transportation service which is a part of the non-cash benefits.

<b>Local Transport Service</b>	
<p>We have broadly divided the New Delhi region into 3 zones. Please note that this list, while comprehensive, is by no means exhaustive. If you are planning to relocate to, or current reside in, New Delhi, we recommend that you find housing ideally within Zone 1 (the preferred locations) or within Zone 2 (other localities some distance away from the office). If you choose to live in one of the Zone 3 localities, you would need to come to the closest "pickup node" by a specific time, and ZS transport would be provided to bring you to the office from this location.</p>	
<b>Zone 1: Ideal</b>	<b>Entire Gurgaon region</b>
<b>Zone 2: Acceptable</b>	<p><b>South Delhi, Central Delhi, West Delhi and East Delhi Locations</b></p> <p>The following areas will <b>not</b> be considered to be part of this region: Anand Parvat, Sadar Bajar, Darya Ganj, Chandini Chowk, Sabji Mandi, Chawdi Bazar, Pahad Ganj, Jama Masjid, Jahangir, Puir, Adarsh Nagar, Model Town, Timar Pur, Mukharjee Nagar, Kingsway Camp, Wazir Bad, Wazir Pur, Buradi, Narela, Samay Pur Badli, Rithala, Nangloi, Mangol Puri, Bhajan Pura, Sarai Kale Kha, Yamuna Vihar, Dilshag Garden, Shahadra, Gandhi Nagar, Seelam Pur, Krishna Nagar, Geeta Colony, Shastri Nagar, Seema Puri, Loni Road, Suraj Mal Vihar, Jhil Mil Colony, Mundka, Karawal Nagar, Dayal Pur, Sonia Vihar, Vivek Vihar, Jagar Puri, Madan Pur Khadar, Sarita Vihar, Badar Pur, Jasola Vihar, Taj Pur, Meetha Pur, Tuglaka Bad, Azad Pur, Ballabh Garh, Bahadur Garh, Najafgarh, Rewari, Tawdu, Sohna, Manesar.</p>
<b>Zone 3: No Service</b>	Noida, Gaziabad, Faridabad or other areas not covered in the Ideal and Acceptable zone

For more details on the transportation guidelines, please feel free to contact Gautam Negi (gautam.negi@zs.com) from the transport team.

**Verasys Technologies Pvt. Ltd.**

2nd Floor, Bhavna Building, V.S. Marg,  
Prabhadevi, Mumbai- 400025  
Tel: +91 22 43156000  
Email ID: info@verasys.in  
CINNo: U72900MH2016PTC285121



[www.vsign.in](http://www.vsign.in)

Date: 4-August-2021

Certificate

This is to certify that Mr. Pranav V. Chand, student of PVG College of science, Savitribai Phule University (SPPU), Pune university, is working for industrial working in partial fulfillment of his M.Sc-Computer Science in our organization.

Pranav is working on project, Vsign portal since March 2<sup>nd</sup> 2021 under the supervision and guidance of Akshay Dumbare (Senior Developer, Verasys). He is currently working on industry standard technologies like java, spring framework, hibernate, SQL server, JavaScript, jquery, bootstrap, HTML, CSS and spring boot.

Verasys is a Certifying Authority (CA) authorised by the Controller of Certifying Authority (CCA) for issuance of Digital Signature Certificates in India. Verasys Technologies Private Limited, incorporated on August 24, 2016 under the Companies Act, 2013, stands among one of the recognized companies for providing digital signature certificates and related services. Some of the examples include Income Tax Return filings, MCA, PF, GST etc. We issue digital signatures based on Aadhaar e-KYC making the entire process of obtaining a DSC quick and paperless.

For

Verasys Technologies Private Limited

A handwritten signature in black ink, appearing to read "Madhumita Harshe".

Madhumita Harshe  
Admin and HR



12-Mar-2019

Dear Chinmay Sanjay Sumbe,  
BSc, Computer Science  
PVG's College of Science

CandidateID – 12756256

In continuation to our discussions, we are pleased to offer you the role of ProgrammerTrainee in CognizantTechnologySolutionsIndiaPrivateLimited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.212,254/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in AnnexureA.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.240,982/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs. 19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in AnnexureB. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,  
ForCognizantTechnologySolutionsIndiaPvt.Ltd.,



Suresh Bethavandu  
GlobalHead-TalentAcquisition

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

Signature:

Date:

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Annexure A

Name: Chinmay Sanjay Sumbe	Designation:	Programmer Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	Company's contribution of PF #	780	9,360
3	Advance Statutory Bonus***	2000	24,000
4	Special Allowance*	5206	62,472
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	556	6,672
	Annual Gross Compensation		180,504
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		192,504
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		3,750
	Annual Total Remuneration		212,254

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

# PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

\* FlexibleBenefitPlan: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\*IncentiveIndication: Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-

rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

\*\*\*LanguagePremium: This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account. \*\*\*\* AdvanceStatutoryBonus is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

*Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details*

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

**1st July, 2019.**

**To,**

**Harshda Jamdade**

**Subject:** Appointment for post of **Research Analyst**

Dear **Ms Harshda Jmadade,**

We are pleased to offer you, the position of **Research Analyst** with **MARS Solutions.** (the 'Company')

on the following terms and conditions:

## **1. Commencement of employment**

Your employment will be effective, as of **1st July, 2019.**

## **2. Job title**

Your job title will be **Research Analyst**, and you will report to Mr. Mannan Shaikh, **CEO.**

## **3. Salary**

Your salary and other benefits will be as set out in Schedule 1, hereto.

## **4. Place of posting**

You will be posted at Pune, Maharashtra. You may however be required to work at any place of business which the Company has, or may later acquire.

## **5. Hours of Work**

The normal working days are **Monday** through **Friday**. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from **8am** to **4.30am** and you are expected to work not less than **45** hours each week, and if necessary for additional hours depending on your responsibilities.

## 6. Leave/Holidays

6.1 You are entitled to casual leave of **1** day.

6.2 You are entitled to **1** working day of paid sick leave.

6.3 The Company shall notify a list of declared holidays in the beginning of each year.

## 7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific

## 8. Incentives and Bonus.

Over and above the basic salary, you shall be eligible for a minimum performance based incentive duties are set out in Schedule II hereto. for **1500 data generated** which will be paid as per the Company's internal policy. The incentive is contingent on your individual and overall profit performance of the company and shall be subject to terms and conditions as the Company may decide.

However, the Employee shall have no right to incentive or time-apportioned incentive if he is no longer employed by the Company or is under notice (whether given by the Employee or the Company) at or prior to the date when an incentive might otherwise have been payable.



## 9. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

## 10. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

## 11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less **15 days** prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving no less than **2** month prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the

like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

## **12. Confidential Information**

12.1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

### **13. Notices**

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

### **14. Applicability of Company Policy**

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

### **15. Governing Law/Jurisdiction**

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of **Pune, Maharashtra** only.

### **15. Acceptance of our offer**

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

**Mannan Shaikh**

**Director**

**01/07/2019**

# MARS

## **Schedule I - Compensation Details**

### **Salary Structure**

Basic Salary	6000
House rent allowance	1000
Medical allowance	500
Conveyance	500

Additional Benefits	-
Performance incentive	Flat incentive on data researched of a minimum 1500 contacts.
PF Contribution	-

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to , and after, deduction of tax at source in accordance with applicable law.

# MARS



Ref: 796767/1885650/JTA

01-JUN-2021

**Ms. Harshada Nemgonda Patil**  
**Pune (Mah) - 411024**  
**Mobile: 7447227272**

**Subject: Offer of Appointment**

Dear **Ms. Harshada Nemgonda Patil**

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

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Jr. Software Engineer** at **Band 'U' and Sub Band 'U1'** under **JTA Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**" (**ELITE**) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 2,05,000 (Indian Rupees Two Lac Five Thousand Only)** Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following: -
  - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
  - Meeting the set eligibility criteria at the end of your academic course
  - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
  - Submission of all necessary legal documentation pertaining to your employment.



7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of 2 years from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Indian Rupees.15,000/- (Indian Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **03-JUN-2021** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **VINCY VARGHESE** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA LTD,PLOT NO 01, RAJIV GANDHI INFOTECH PARK, PHASE 3, HINJEWADI, PUNE,SPECIAL ECONOMIC ZONE,PUNE-411057(MAHARASHTRA),INDIA**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **FresherQuery@TechMahindra.com** by **03-JUN2021**.

For Tech Mahindra Limited

**Venkat Paturi**  
Head - Resource Management Group

**Encl:** Annexure-A & B Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self



Declaration, **Annexure G** Intellectual property Assignment, **Annexure-H** ? General Covenant, **Annexure - I** Acknowledgement, **Annexure J** Indemnity bond.

Date:

Signature:

**Harshada Nemgonda Patil**

**ANNEXURE - A**

NAME	<b>Ms Harshada Nemgonda Patil</b>	
TITLE	<b>Jr. Software Engineer</b>	
BAND	<b>U1</b>	
LOCATION	<b>PUNE</b>	
	<b>COMPONENTS</b>	<b>Per Annum (All figures in INR)</b>
	BASIC (@30% OF TOTAL FIXED PAY)	40887
	HRA (@50% OF BASIC)	20444
	BONUS / STATUTORY BONUS	24000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	4906
	FLEXIBLE COMPONENTS OF TFP	46052
	<b>TOTAL FIXED PAY..... (A)</b>	<b>136289</b>
	<b>TOTAL VARIABLE PAY (TVP)..... (B)</b>	<b>15143</b>
	<b>ADDITIONAL BENEFITS..... (C)</b>	<b>8568</b>
	GRATUITY	1967
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	6601
	<b>TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)</b>	<b>160000</b>

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12000

Meal Card	26400
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Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

(Contd...)

## ANNEXURE A (Contd...)

### 3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:

- a) **Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
- b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **INR. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self + spouse + up to 2 children) will be **INR. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **INR. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

### 4. **Deductions:**

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

#### **Notes:**

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.

5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'.

For Tech Mahindra Limited,

*Venkat Paturi*

Venkat Paturi

Head - Resource Management Group ANNEXURE - B

NAME	<b>Ms Harshada Nemgonda Patil</b>	
TITLE	<b>Jr. Software Engineer</b>	
BAND	<b>U1</b>	
LOCATION	<b>PUNE</b>	
	<b>COMPONENTS</b>	<b>Per Annum</b> (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	52881
	HRA (@50% OF BASIC)	26441
	BONUS / STATUTORY BONUS	24000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	6346
	FLEXIBLE COMPONENTS OF TFP	66601
	<b>TOTAL FIXED PAY..... (A)</b>	<b>176269</b>
	<b>TOTAL VARIABLE PAY (TVP)..... (B)</b>	<b>19586</b>
	<b>ADDITIONAL BENEFITS..... (C)</b>	<b>9145</b>
	GRATUITY	<b>2544</b>
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	6601
	<b>TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)</b>	<b>205000</b>

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

(Contd...)

## ANNEXURE B (Contd...)

### 3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:

- a) **Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR. 20 lakh** to the beneficiary on the unfortunate death of the associate
- b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **INR. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **INR. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

### 4. **Deductions:**

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

#### **Notes:**

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'.

**For Tech Mahindra Limited**



**Venkat Paturi**

## Head - Resource Management Group ANNEXURE - C

### 1. Terms and Conditions

#### (a) Code of Conduct

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

#### (b) Secrecy

You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, knowhow, or inventions of Tech Mahindra Limited. or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.

Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

#### (c) Conflict of Interest

Your position with The Company calls for whole time employment and you will devote yourself exclusively to the business of The Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in **Clause 3**.

#### (d) Non-Solicitation / Non-Compete

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Tech Mahindra Ltd.

- i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Tech Mahindra Ltd
- ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Tech Mahindra's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.
- iii) You will not be employed by a client of Tech Mahindra Ltd for which you performed services while employed by Tech Mahindra.
- iv) You will not solicit or induce Tech Mahindra Ltd associates to join a client or to compete with Tech Mahindra

Ltd.

- v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company.

**(e) Exclusivity of Services, Publications, Gifts/Anti-bribery**

You shall devote all work efforts exclusively to The Company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of The Company. The Company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board of other enterprises shall be subject to The Company's prior written consent. Any publications and lectures by you on topics relating to The Company's business or interests shall be subject to The Company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from The Company's clients or other persons with whom the Associate has official or business contacts in the context of the Associate's activities for The Company, without The Company's prior written consent.

You hereby covenant and undertake that you will:

- Not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the AntiTerrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and
- Comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- Not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.

**(f) Confidentiality / Non-Disclosure**

You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.

- i) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.
- ii) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Tech Mahindra Limited or the Client.

**(g) Mandatory Period of Service**

In consideration of impartation of training, you shall work in the Company at least for the mandatory period as mentioned below.

During such period of training (including on the job training) and Mandatory Period of Service of **24 (Twenty Four)** months from the date of your joining, you shall not leave, abandon or resign from the services of the Company. In the event of:

- i) Yourself leaving, abandoning or resigning from the services of the Company or
- ii) Your services being terminated by the Company for nonperformance, breach of any of the terms & conditions of your service or for any other reason whatsoever,

During the above-mentioned period of training and 24 (twenty four) months of mandatory period of service, you shall be liable to follow the terms and conditions mentioned in the Indemnity Bond. You are required to execute the Indemnity Bond on **INR. 500 (Rupees Five Hundred)** Stamp Paper and submit the same at the time of joining.

**2. Assignments/Transfer/Deputation**

On completion of your training period, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of The Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests

**3. Termination of Employment**

- i) **Training Period:** During the initial training period as mentioned in Offer letter, your performance would be closely monitored and if your performance is not as per the prescribed criteria, the Company reserves the right to terminate your services without notice.
- ii) Either party can terminate this employment by serving a notice of 90 days on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.



- iii) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.
- iv) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.
- v) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
- vi) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- vii) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3** herein above on the grounds of misrepresentation of facts.
- viii) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.
- ix) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is misstated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to forthwith terminate your employment as per the procedure mentioned in Section 3(a) herein above and/or revoke your appointment with The Company, without further reference in the matter.

#### 4. **Statement of Facts**

- a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.
- b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

#### 5. **Company Policies**

You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct, the Anti-Sexual Harassment Policy and such other policies, as communicated to the associates of Tech Mahindra from time to time. In case of any violation or failure to comply with such Company Policy/policies, the Employee shall be subjected to the disciplinary action as per company policy. These policies are available on Tech Mahindra's intranet. You are requested to visit the site at frequent intervals to get all updates / changes. By signing a copy of this letter, you are consenting that you will visit the intranet site and get familiar with Tech Mahindra's policies. Tech Mahindra reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

#### 6. **Personal Indebtedness**

Tech Mahindra Limited shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with Tech Mahindra Limited You understand and accept that you shall have no authority to pledge the credit of Tech Mahindra Limited to any person or entity without Tech Mahindra Limited's prior written authorization.

#### 7. **Restraints**

##### **Access to Information**

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

##### **Authorization**

Only those authorized by a specific power of attorney may sign legal documents, representing The Company.

##### **Smoking**

We owe and assure a smoke free environment for our Associates. Barring some areas, the entire office premises including conference rooms, lobbies, is declared as "No-Smoking Zone".

## **Passwords**

Access to our network, development environment and MS-Exchange is through individual's password. For security reasons it is essential to maintain confidentiality of the same.

## **Unauthorized Software**

You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

## **Security**

Security is an important aspect of our communication and office infrastructure. We have security personnel deployed on all the floors who take care of the security. Those of you who wish to work late or early hours are requested to produce their identity cards to the Security personnel on demand. If there is a need to take some of the equipment's/infrastructure out of the office premises for any reason the associate shall obtain the gate pass from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, The Company uses sophisticated data encryption devices. Your work table and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team member's table or storage.

### **(a) Destroying Papers & Material**

Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.

### **(b) Use of Company Resources**

- (i) You shall use The Company's resources only for official purposes as per the applicable Company policy.
- (ii) The Company shall have the right to access the files, folders and data stored in the official laptop provided to you by the Company and to keep track on individual users activity and logs stored in the official laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored under your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.

## **8. Overseas Service Agreement**

As The Company will be spending substantial amount of time and money for your deputation / secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist,

inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

9. **Intellectual Property Rights**

You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of The Company. Any Intellectual Property Rights and rights to inventions arise out of your activities hereunder, or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto, shall be transferred to The Company in accordance with applicable law. You shall, as and when requested by The Company (at Company's cost and expense), assist The Company in perfecting the Intellectual Property Rights in any manner The Company deems fit.

You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Tech Mahindra Limited or the Client.

10. **Jurisdiction**

Even though The Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in **Mumbai** only.

11. **Retirement**

Your services with the Company will come to an end immediately upon your attaining the age of retirement as per the then prevailing policy of the Company. For the purpose of determining this, the age recorded with The Company shall be considered as final and conclusive.

Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.

12. **General**

The above terms and conditions including those in (**Annexure ?A & B** Salary break up) are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Working Hours, Retirement, Code of Conduct, etc. you will be governed by the rules of The Company as shall be in force from time to time.

13. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies, you may be required to work on 24\*7 project on shift basis if required and your working hours / work days may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.

14. You shall provide details regarding the utilization of your time by entering the same into Tech Mahindra Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the client may have

requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Tech Mahindra Limited's timesheet system.

15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Tech Mahindra Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure ?C and I hereby accept and agree to abide by them.

**Name in full** :

**Signature** :

**Address** :

**Date** : **Place** :

### **ANNEXURE - D - Checklist of Documents**

At the time of joining, you are requested to bring the following documents in **original (For Verification only)**.

- (a) Certificates' supporting your educational qualifications along with marks sheets - **Three** copies each
- X th Certificate & mark sheets
  - XII th Certificate & mark sheets
  - Degree Certificate & Semester/year-wise mark sheets
  - Master's Certificate & Semester/year-wise mark sheets
  - Diploma/PG Diploma Certificate & Transcripts
  - Any other Certificate with supporting documents ?if any
- (b) Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed
- (c) **Five** passport-sized color photographs with white background
- (d) **Valid Passport**  
*Please submit copy of the valid Passport (first and last pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.*
- (e) **PAN Card and Proof of PAN Number**

*You MUST carry and provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.*

(f) **Aadhaar Card**

*You MUST carry and provide your Aadhaar Card copy. Please note that it is mandatory to provide your Aadhaar card number for processing KYC in EPFO portal. If applied for, please submit a copy of the acknowledgment as issued by the authorities.*

(g) **Indemnity Bond**

*Print only the first page of **Annexure J** on a Stamp Paper of **INR 500/-** and rest of the pages on plain white paper. Have one Surety (Blood relations i.e. father/mother/elder brother/sister with independent income only) sign at the designated space on the last page of the Bond. Tech Mahindra will have a Notary available on the day of joining at joining location to facilitate notarization of Bond. These services will be chargeable and payable directly to the Notary by you. Should you desire to get the Bond notarized on your own, you may do so. In case of non-availability of Notary at joining location, you will be guided by the Joining Team on further action.*

**Note:** -The Bond has to be notarized as on the date of joining. Please **DO NOT** get a pre-notarized bond.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer.

Please bring all the certificates supporting your educational qualifications along with mark sheets in original for verification only.

### **ANNEXURE - E - Confidentiality Agreement**

I understand that during my employment with Tech Mahindra Limited., I will have access to information for its customers, suppliers, vendors and licensors, any or all of which are referred to in this agreement "Tech Mahindra Limited. I also understand that this information, whether technical or non-technical is commercially valuable. It is referred to in this agreement as "confidential information".

A few examples of confidential information are given below. However these examples do not list all of the types of confidential information which I may develop or to which I may have access:

- 1) Information of a business nature such as marketing, underwriting, associate customer and claimant data, sales, and list of customers, including future developments and planning concerning them.
- 2) Computers /software programs and associated documentation and material which are propriety to Tech Mahindra Limited or which Tech Mahindra Limited. is under an obligation to prevent this disclosure.
- 3) Information from Tech Mahindra Limited's vendor and supplier which is confidential, propriety or copyrighted.
- 4) I hereby agree that :

- The confidential information shall remain the sole and exclusive propriety of Tech Mahindra Limited and I shall regard it as confidential and secret information.
- The confidential information is the property considered to be the trade secrets of Tech Mahindra Limited because it involves processes and compilation of information which are secret, confidential, and not generally known to the public and which are the products of expenditure of time, effort, money, and /or creative skills of Tech Mahindra Limited.
- The use of confidential information is furnished to me during my employment on a confidential and secret basis for a sole and exclusive use and pursuing my employment duties at Tech Mahindra Limited.
- I will not, during and after my employment at Tech Mahindra Limited., publish, disclosed, or otherwise divulge the confidential information to any person not specifically authorized by Tech Mahindra Limited to receive such information.
- I will not copy and confidential information for any purpose except with the express consent of the Tech Mahindra Limited officials or the expressed written authorization of the third party owner.
- Upon termination of my employment with Tech Mahindra Limited, or at any other time at Tech Mahindra Limited request, I agree to return promptly to Tech Mahindra Limited, all confidential information, including but not limited to all manuals, letters, notes, notebooks, reports, formulae, computer programs and associated documentation and material, memoranda, customer list and all other materials and all copies of them relating in any way to Tech Mahindra Limited which in any way were obtained by me during my employment at Tech Mahindra Limited which are in my possession or under my control. I further agree that I will not make or retain any copies of the above mentioned information and will so represent to Tech Mahindra Limited upon termination of my employment.
- This confidentiality agreement will continue to be in effect after the termination of my employment with Tech Mahindra Limited.

If any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name : Signature

: Date :

**ANNEXURE - F - Medical Self-Declaration**

MEDICAL DECLARATION FORM			
Applicant ID <i>(To be filled by HR)</i>		Associate ID <i>(To be filled by HR)</i>	
First Name:	Last Name:	Blood Group	
Gender: Male/Female <input type="checkbox"/>	Date of birth (DD/MM/YYYY)		

**Candidate's Medical History:**

Candidate's Medical Details	Yes	No	Please provide the details
Do you have any defect or problem of vision?			
Can you readily distinguish between the pigmentary colors?			
Do you suffer from a degree of deafness which would prevent your hearing of normal conversation?			
Do you have any physical deformity / handicap?			
Do you have any congenital disorder / abnormality?			
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?			
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?			
Have you ever been disqualified on medical grounds from any previous employment opportunity?			
Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12 months?			
Have you had any form of critical illness or operation in the last two years?			
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?			

**Have you ever suffered/are you suffering from any of the following?** *(Please tick whichever applicable)*

Heart Attack		Diabetes	
High Blood Pressure		Stroke	



Night Blindness		Valve Disorders	
Asthma		Slipped disc	
Any other major disease/illness that you willing to disclose		may be	

**Candidate's Declaration:**

I declare that, to the best of my knowledge, the answers to the questions in this form are correct and that I am not suffering from any disease/illness that I have not revealed.

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

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

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

(DD/MM/YY)

**ANNEXURE - G - Intellectual Property Assignment**

Associate Name :

Associate ID :

Date :

In consideration of my employment with Tech Mahindra Limited and in view of the confidential nature of employment by reason of which I will obtain and have obtained special knowledge of Tech Mahindra Limited and business, its necessities and plans and the information of its customer, I hereby agree as follows:

**(a) Intellectual Property Assignment**

I hereby assign, to Tech Mahindra Limited or its successor, designees or assigns, any and all rights in any design, invention, discovery, or other intellectual property (including without limitation, right to apply for and obtain a patent) which I may create, develop or assist in creating of developing during my employment which design, inventions, discovery and other intellectual property relate to services provided/ to be provided or products or systems manufactured or developed or licensed or sold by Tech Mahindra Limited whenever made by me and for any work

made and/or created or cause to made and/or created in the course of my employment whether on the customer project or otherwise.

Tech Mahindra Limited shall be the first owner of the copyrights therein and for work made and/or created or cause to made and/or created in the course of my employment. If by virtue of any law or any judgment, Tech Mahindra Limited is not the first owner, then I hereby assign, exclusively and irrevocably, the same, wholly and generally, forever throughout the world, without any obligation of payment of royalty or any other sum of money or benefit(s), the whole of the copyright(s) in all such work(s) and further waive all my moral rights wholly in favour of Tech Mahindra Limited I also agree to sign on demand, whether during the employment or any time thereafter, any papers and do any acts which may be deemed necessary or desirable by Tech Mahindra Limited to secure to Tech Mahindra Limited., its successors, designees, or assign, any right relating to such design, invention, discovery, copyright or intellectual property and improvement including patents in India or any other foreign country.

**(b) Restrictions after Termination**

I further agree upon termination of my employment to surrender to Tech Mahindra Limited all software programs, data (whether in hard copy form or in electronic form), notebooks, designs, drawings, blueprints, writings, manuals, price books, any business or market information, business and technical brochures, service models and techniques and other documents and materials (including all copies) then in my possession or control, which relate in any way to the business, research, development, sales, sales promotions, marketing or customer's information or other activities of Tech Mahindra Limited The obligations stated under this Agreement shall survive the termination or discontinuation of my employment with Tech Mahindra Limited.

WITNESSED

ACCEPTED

**ANNEXURE - H - Agreement ? General Covenant Against Disclosure and Covenant Not to Compete / Non- Solicitation**

In consideration of my employment "Tech Mahindra Limited", and in consideration of the wages or salary to be paid to me, and regardless of the duration of my employment, I enter into the following agreements:

1. I agree to perform competently, diligently, reliably, and to the best of my ability all duties required of me from time to time by Tech Mahindra Limited I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Tech Mahindra Limited during the term of my employment with Tech Mahindra Limited either within or outside of business hours.
2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.

3. **Actions Required on Termination:** Upon termination of my employment at Tech Mahindra Limited whether voluntary or involuntary (or at any other time upon the request of Tech Mahindra Limited.), I shall return to Tech Mahindra Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.
4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Tech Mahindra Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Tech Mahindra Limited I also agree to keep the contractual relationships of Tech Mahindra Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the names, addresses, or special requirements of Tech Mahindra Limited's customers. This **Clause 4** is intended to apply to all materials, which I may compile, as well as to all materials furnished to me by anyone else in connection with my employment.

- a) Because it may not be clear to Associate which information is Confidential Information, in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Tech Mahindra Limited before making any disclosure of information covered by this Agreement.
- b) Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India; provided, however, that prior to such disclosure, the Associate (i) notifies Tech Mahindra Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Tech Mahindra Limited has had the opportunity to prevent or limit such disclosure.
- c) In the event of a breach or threatened breach of this **Clause 4** by Associate, Tech Mahindra Limited shall be entitled, in addition to all other remedies otherwise available to Tech Mahindra Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.

- d) In the event that Tech Mahindra Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Tech Mahindra Limited any costs and attorneys' fees reasonably incurred by Tech Mahindra Limited in connection with obtaining such judgment or order.

If any court should hold any part of the covenants set forth herein to be unreasonable, or otherwise unenforceable, the parties expressly agree that the covenants set forth herein shall be enforced to the extent that would otherwise be deemed reasonable or enforceable. In the event of any breach by Associate, the Non-Compete Period shall be extended on a per diem basis for the period that Associate is in breach.

5. **Ownership of Work Product:**

Tech Mahindra Limited shall be the sole owner of all of my work product. For this purpose, "work product" means all inventions, improvements, discoveries, documentation, programming and technology (including all associated intellectual property rights) that I may create (alone or with others, at work or elsewhere, during or after the normal workday) relating to the work I do, the business of Tech Mahindra Limited or any research or development conducted by Tech Mahindra Limited I agree to assign, disclose and deliver to Tech Mahindra Limited as Tech Mahindra Limited's property, all right and evidence I may have or acquire with respect to any and all work product, and I agree to take such further actions and sign such further instruments as Tech Mahindra Limited may request from time to time to protect and defend its ownership of any and all work product. I understand that disclosure of my suggestions and ideas is encouraged.

6. **Partial Restriction on Post-Termination Competition:** Background. Tech Mahindra Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both this investment and my compensation reflect Tech Mahindra Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Tech Mahindra Limited's customers or competitors may attempt to cause me to leave Tech Mahindra Limited and wrongfully gain the benefit of Tech Mahindra Limited's investment. The partial restraint set forth in this **Clause 6** does not, and cannot, provide complete protection for Tech Mahindra Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Tech Mahindra Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Tech Mahindra Limited's interest, giving due regard to both my interests and the interests of Tech Mahindra Limited.

7. **Covenant Not To Compete.** I hereby covenant and agree as a part of and ancillary to this Agreement that for the period of 12 months following the termination of my employment with Tech Mahindra Limited (irrespective of the reason for or such termination),

- a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech

Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the 12 months period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction is necessary to avoid possible compromise of

Confidential Information and business interest;

- b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Tech Mahindra Limited's for which I am providing services on behalf of Tech Mahindra Limited that are competitive with the products and services available to the client from Tech Mahindra Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Tech Mahindra Limited associate; or (2) induce or solicit any associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Tech Mahindra Limited's legitimate business interests and proprietary and confidential information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Tech Mahindra Limited's business interests and proprietary information. I have sufficient skills to find alternative, commensurate employment that would not violate the terms of this undertaking. I acknowledge that adherence to this undertaking shall not deprive me of the ability to earn a living or support my dependents.

8. **Compliance Not Contingent Upon Additional Consideration:** I understand and acknowledge that the wages, compensation,, benefits training and experience that Tech Mahindra Limited provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim, any additional or special payment or compliance with the covenants and agreements herein.
9. **Damages and Remedies:** I acknowledge and agree that if violate this Agreement, Tech Mahindra Limited may take legal action against me as follows: (1) Tech Mahindra Limited. may take legal action in the court specified below in **Clause 13** for the liquidated damages specified in **Clause 6** above and (2) a violation of this Agreement is likely to cause severe and irreparable Cause injury to the business, good will, client relations and proprietary information of Tech Mahindra Limited., an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Tech Mahindra Limited. shall, in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.

10. **Severability:** Each Clause and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.
11. **Entire Agreement:** This Agreement reflects the full and complete agreement between myself and Tech Mahindra Limited on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered or replaced by a subsequent writing, signed by myself and an authorized officer of Tech Mahindra Limited.
12. **Binding Effect:** This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Tech Mahindra Limited (together with their successors and assigns).
13. **Choice of Law:** This Agreement will be governed and controlled in all respects by the laws of India.
14. **Choice of Forum:** The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited for liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited would incur upon such breach.

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in **Clause 4** so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_.

For and on Behalf Of  
**Tech Mahindra Limited**



**Venkat Paturi**  
**Head - Resource Management Group**

Signature :  
**Ms. Harshada Nemgonda Patil**

**ANNEXURE - I - ACKNOWLEDGMENT**

This acknowledgment shall be attached to and considered part of the employment agreement executed this date by and between Tech Mahindra Ltd "Company" and the **Ms. Harshada Nemgonda Patil** "Employee".

The Employee recognizes, understands and specifically agrees to the restrictive covenant contained in the foregoing agreement. The Employee further acknowledges that said restrictive covenant and the territorial limitations set forth therein is reasonable.

I understand that my employment with the Company is absolutely conditioned upon execution of this Acknowledgment and agreement. I have fully read, understood and agree to be bound by the attached agreement and this Acknowledgment. I, **Ms. Harshada Nemgonda Patil**, hereby further acknowledge and confirm that I have read and understood the foregoing agreement. I understand that I have the right and the time to have this agreement reviewed by Advocate of my choice but has declined to do so.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the Employee has set his or her hand on this day \_\_\_\_\_ of \_\_\_\_\_ (month), \_\_\_\_\_ (year), and hereby acknowledges, understands and agrees to the above.

**Harshada Nemgonda Patil**

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

Witness / Notary Public: \_\_\_\_\_

**Annexure - J - INDEMNITY BOND WITH SURETY**

This Indemnity is made and executed at <<Joining Location>> on this << Joining Date>> day of << Joining Month>> << Joining Year>> by Mr/Ms/Mrs.<< Name >> age <<Age>> S/o Mr.<<Father's Name>> a permanent resident of <<Address>> \*hereinafter called "Employee" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the first part

**AND**

Mr. <<Name of Surety>> age <<Age>> S/o Mr.<< Father's Name of Surety>> a permanent resident of << Surety Address>> [hereinafter called "Surety" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the second part,

**IN FAVOUR OF Tech Mahindra Limited**, a company incorporated under the Companies Act, 1956 and having its Corporate Office at Infocity, Hitech City Layout, Madhapur, Hyderabad ?500081, India [hereinafter called "**Tech**

**Mahindra"** which expression shall, unless repugnant to the context or meaning thereof, mean and include its successors-in-interest and permitted assigns].

**WHEREAS** the **Employee** has been selected for appointment as \_\_\_\_\_

in Band \_\_\_\_\_ in the service of Tech Mahindra.

**AND WHEREAS** an Offer of Appointment containing the terms and conditions of the appointments has already been issued to the **Employee** vide letter No. \_\_\_\_\_ dated of **Tech Mahindra**.

**AND WHEREAS** the acceptance of the terms and conditions of the appointment has already been communicated to **Tech Mahindra** on \_\_\_\_\_ by the **employee**.

**AND WHEREAS** one of the terms and conditions of the appointment is that the Employee shall undergo an initial training programme called .Entry Level Integrated Training and Enablement (hereinafter referred as ELITE) which may also include the project specific training/s and would be subsequently placed on assignments relating to various projects of Tech-Mahindra. The Employee shall serve Tech Mahindra for a minimum period of **twenty four (24)** months from the date of joining of the Employee and execute an indemnity with surety in favour of **Tech Mahindra**.

**NOW THIS INDENTURE WITNESSETH** as under:

1. In compliance of the aforesaid condition in Offer of Appointment subject to which **Tech Mahindra** has agreed to give appointment to the Employee, the Employee **hereby** undertakes to undergo the Initial Training Programme as provided by **Tech Mahindra** without any interruption whatsoever and serve **Tech Mahindra**, on its various projects at any location, in India or abroad, for a minimum period of **twenty four (24)** months from the date of joining.
2. The **Employee** hereby undertakes to devote his/her full time and attention to the business of **Tech Mahindra** with due care, skill and diligence. The **Employee** further undertakes to use his/her best efforts in the performance of his/her duties and responsibilities and abide by the rules and regulations of **Tech Mahindra**.
3. The **Employee** hereby undertakes to honor the commitment made by **Tech Mahindra** to its customer/s for completion of any project/s and further undertakes not to abandon any project before its completion.
4. The party of the Second Part i.e ~~agrees to stand as Surety for the~~ due performance of the obligation of the **Employee** under this agreement of indemnity. **In case of breach of the terms of this indemnity by the Employee and** failure to indemnify Tech Mahindra, the Surety shall be jointly and severally liable to pay the aforesaid amount of **INR. 100,000/- (Rupees One lakh only)** to **Tech Mahindra** with an interest at the rate as specified herein below, immediately on demand.



5. The Employee further agrees and undertakes that in case, he/she commits breach of the above conditions and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him/her leading to termination of his/her service as per rules/regulations, by Tech Mahindra, he/she shall pay an amount of INR. 100,000 (Rupees One lakh only) with the interest thereon @ 15% per annum from the date of breach of the above till the payment thereof, as liquidated damages/cost of training including on the job training, the expenses which Tech Mahindra has incurred/may have to incur in recruiting another employee in his/her place, and also on account of business loss suffered/to be suffered by Tech Mahindra during intervening period. The employee and surety agrees that assessment of liquidated damages as assessed as INR. 100,000 (Rupees One lakh only) are reasonable, which they both agree to pay jointly and severally, on demand made by Tech Mahindra.
6. Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the **Employee** to continue in the service of **Tech Mahindra** for the aforesaid term of **twenty four (24)** months, and Tech Mahindra shall always have the right to take appropriate action against the **Employee** as per terms of the appointment letter and/or the rules and regulations of **Tech Mahindra** as applicable, in case of commission of any misconduct by the **Employee**.
7. The amount specified above shall constitute a debt owing to **Tech Mahindra** and shall be recoverable from the **Employee** and the Surety jointly and severally with interest thereon at the rate specified above till the payment thereof.

**IN WITNESS** whereof, the **EMPLOYEE & the SURETY** have put their signatures in the presence of the witnesses.

Signed and delivered by the Party of the first part i.e. the Employee having read and understood the contents/terms of this Indemnity Bond

**Name of First Part:**

**Sig:**

Signed and delivered by the Party of the second part i.e. the Surety having read and understood the contents/terms of this Indemnity Bond

**Name of Surety:**

**Sig:**

S/d by:-

1. WITNESS: \_\_\_\_\_  
(Name)

NAME & ADDRESS:



Tech Mahindra Limited  
Infocity, Hitech City Layout,  
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363 Fax: +91 40 2311 7011

techmahindra.com connect@techmahindra.com Registered Office:  
Gateway Building, Apollo Bunder Mumbai 400 001, India.  
CIN L64200MH1986PLC041370

2. WITNESS: \_\_\_\_\_  
(Name)

NAME & ADDRESS



More reasons to #lovetobeTechM

Ref: 796767/1885650/JTA

01-JUN-2021

**Ms. Harshada Nemgonda Patil**  
**Pune (Mah) - 411024**  
**Mobile: 7447227272**

**Subject: Offer of Appointment**

Dear **Ms. Harshada Nemgonda Patil**

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

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Jr. Software Engineer** at **Band 'U' and Sub Band 'U1'** under **JTA Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**" (**ELITE**) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 2,05,000 (Indian Rupees Two Lac Five Thousand Only)** Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following: -
  - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
  - Meeting the set eligibility criteria at the end of your academic course
  - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
  - Submission of all necessary legal documentation pertaining to your employment.



7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of 2 years from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Indian Rupees.15,000/- (Indian Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **03-JUN-2021** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **VINCY VARGHESE** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA LTD,PLOT NO 01, RAJIV GANDHI INFOTECH PARK, PHASE 3, HINJEWADI, PUNE,SPECIAL ECONOMIC ZONE,PUNE-411057(MAHARASHTRA),INDIA**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **FresherQuery@TechMahindra.com** by **03-JUN2021**.

For Tech Mahindra Limited

**Venkat Paturi**  
Head - Resource Management Group

**Encl:** Annexure-A & B Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self

Declaration, **Annexure G** Intellectual property Assignment, **Annexure-H** ? General Covenant, **Annexure - I** Acknowledgement, **Annexure J** Indemnity bond.

Date:

Signature:

**Harshada Nemgonda Patil**

**ANNEXURE - A**

NAME	<b>Ms Harshada Nemgonda Patil</b>	
TITLE	<b>Jr. Software Engineer</b>	
BAND	<b>U1</b>	
LOCATION	<b>PUNE</b>	
	<b>COMPONENTS</b>	<b>Per Annum (All figures in INR)</b>
	BASIC (@30% OF TOTAL FIXED PAY)	40887
	HRA (@50% OF BASIC)	20444
	BONUS / STATUTORY BONUS	24000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	4906
	FLEXIBLE COMPONENTS OF TFP	46052
	<b>TOTAL FIXED PAY..... (A)</b>	<b>136289</b>
	<b>TOTAL VARIABLE PAY (TVP)..... (B)</b>	<b>15143</b>
	<b>ADDITIONAL BENEFITS..... (C)</b>	<b>8568</b>
	GRATUITY	1967
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	6601
	<b>TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)</b>	<b>160000</b>

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12000

Meal Card	26400
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Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

(Contd...)

## ANNEXURE A (Contd...)

### 3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:

- a) **Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakh** to the beneficiary on the unfortunate death of the associate
- b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **INR. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self + spouse + up to 2 children) will be **INR. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **INR. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

### 4. **Deductions:**

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

#### **Notes:**

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.

5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'.

For Tech Mahindra Limited,

*Venkat Paturi*

Venkat Paturi

Head - Resource Management Group ANNEXURE - B

NAME	<b>Ms Harshada Nemgonda Patil</b>	
TITLE	<b>Jr. Software Engineer</b>	
BAND	<b>U1</b>	
LOCATION	<b>PUNE</b>	
	<b>COMPONENTS</b>	<b>Per Annum</b> (All figures in INR)
	BASIC (@30% OF TOTAL FIXED PAY)	52881
	HRA (@50% OF BASIC)	26441
	BONUS / STATUTORY BONUS	24000
	EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	6346
	FLEXIBLE COMPONENTS OF TFP	66601
	<b>TOTAL FIXED PAY..... (A)</b>	<b>176269</b>
	<b>TOTAL VARIABLE PAY (TVP)..... (B)</b>	<b>19586</b>
	<b>ADDITIONAL BENEFITS..... (C)</b>	<b>9145</b>
	GRATUITY	<b>2544</b>
	INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	6601
	<b>TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)</b>	<b>205000</b>

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

(Contd...)



## ANNEXURE B (Contd...)

### 3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:

- a) **Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR. 20 lakh** to the beneficiary on the unfortunate death of the associate
- b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **INR. 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR. 2 lakh**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **INR. 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

### 4. **Deductions:**

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

#### **Notes:**

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'.

**For Tech Mahindra Limited**



**Venkat Paturi**

## Head - Resource Management Group ANNEXURE - C

### 1. Terms and Conditions

#### (a) Code of Conduct

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

#### (b) Secrecy

You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, knowhow, or inventions of Tech Mahindra Limited. or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.

Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

#### (c) Conflict of Interest

Your position with The Company calls for whole time employment and you will devote yourself exclusively to the business of The Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in **Clause 3**.

#### (d) Non-Solicitation / Non-Compete

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Tech Mahindra Ltd.

- i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Tech Mahindra Ltd
- ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Tech Mahindra's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.
- iii) You will not be employed by a client of Tech Mahindra Ltd for which you performed services while employed by Tech Mahindra.
- iv) You will not solicit or induce Tech Mahindra Ltd associates to join a client or to compete with Tech Mahindra

Ltd.

- v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company.

**(e) Exclusivity of Services, Publications, Gifts/Anti-bribery**

You shall devote all work efforts exclusively to The Company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of The Company. The Company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board of other enterprises shall be subject to The Company's prior written consent. Any publications and lectures by you on topics relating to The Company's business or interests shall be subject to The Company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from The Company's clients or other persons with whom the Associate has official or business contacts in the context of the Associate's activities for The Company, without The Company's prior written consent.

You hereby covenant and undertake that you will:

- Not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the AntiTerrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and
- Comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- Not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.

**(f) Confidentiality / Non-Disclosure**

You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.

- i) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.
- ii) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Tech Mahindra Limited or the Client.

**(g) Mandatory Period of Service**

In consideration of impartation of training, you shall work in the Company at least for the mandatory period as mentioned below.

During such period of training (including on the job training) and Mandatory Period of Service of **24 (Twenty Four)** months from the date of your joining, you shall not leave, abandon or resign from the services of the Company. In the event of:

- i) Yourself leaving, abandoning or resigning from the services of the Company or
- ii) Your services being terminated by the Company for nonperformance, breach of any of the terms & conditions of your service or for any other reason whatsoever,

During the above-mentioned period of training and 24 (twenty four) months of mandatory period of service, you shall be liable to follow the terms and conditions mentioned in the Indemnity Bond. You are required to execute the Indemnity Bond on **INR. 500 (Rupees Five Hundred)** Stamp Paper and submit the same at the time of joining.

**2. Assignments/Transfer/Deputation**

On completion of your training period, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of The Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests

**3. Termination of Employment**

- i) **Training Period:** During the initial training period as mentioned in Offer letter, your performance would be closely monitored and if your performance is not as per the prescribed criteria, the Company reserves the right to terminate your services without notice.
- ii) Either party can terminate this employment by serving a notice of 90 days on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.

- iii) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.
- iv) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.
- v) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
- vi) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- vii) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3** herein above on the grounds of misrepresentation of facts.
- viii) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.
- ix) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is misstated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to forthwith terminate your employment as per the procedure mentioned in Section 3(a) herein above and/or revoke your appointment with The Company, without further reference in the matter.

#### 4. **Statement of Facts**

- a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.
- b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

#### 5. **Company Policies**

You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct, the Anti-Sexual Harassment Policy and such other policies, as communicated to the associates of Tech Mahindra from time to time. In case of any violation or failure to comply with such Company Policy/policies, the Employee shall be subjected to the disciplinary action as per company policy. These policies are available on Tech Mahindra's intranet. You are requested to visit the site at frequent intervals to get all updates / changes. By signing a copy of this letter, you are consenting that you will visit the intranet site and get familiar with Tech Mahindra's policies. Tech Mahindra reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

#### 6. **Personal Indebtedness**

Tech Mahindra Limited shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with Tech Mahindra Limited You understand and accept that you shall have no authority to pledge the credit of Tech Mahindra Limited to any person or entity without Tech Mahindra Limited's prior written authorization.

#### 7. **Restraints**

##### **Access to Information**

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

##### **Authorization**

Only those authorized by a specific power of attorney may sign legal documents, representing The Company.

##### **Smoking**

We owe and assure a smoke free environment for our Associates. Barring some areas, the entire office premises including conference rooms, lobbies, is declared as "No-Smoking Zone".

## **Passwords**

Access to our network, development environment and MS-Exchange is through individual's password. For security reasons it is essential to maintain confidentiality of the same.

## **Unauthorized Software**

You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

## **Security**

Security is an important aspect of our communication and office infrastructure. We have security personnel deployed on all the floors who take care of the security. Those of you who wish to work late or early hours are requested to produce their identity cards to the Security personnel on demand. If there is a need to take some of the equipment's/infrastructure out of the office premises for any reason the associate shall obtain the gate pass from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, The Company uses sophisticated data encryption devices. Your work table and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team member's table or storage.

### **(a) Destroying Papers & Material**

Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.

### **(b) Use of Company Resources**

- (i) You shall use The Company's resources only for official purposes as per the applicable Company policy.
- (ii) The Company shall have the right to access the files, folders and data stored in the official laptop provided to you by the Company and to keep track on individual users activity and logs stored in the official laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored under your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.

## **8. Overseas Service Agreement**

As The Company will be spending substantial amount of time and money for your deputation / secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist,

inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

9. **Intellectual Property Rights**

You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of The Company. Any Intellectual Property Rights and rights to inventions arise out of your activities hereunder, or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto, shall be transferred to The Company in accordance with applicable law. You shall, as and when requested by The Company (at Company's cost and expense), assist The Company in perfecting the Intellectual Property Rights in any manner The Company deems fit.

You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Tech Mahindra Limited or the Client.

10. **Jurisdiction**

Even though The Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in **Mumbai** only.

11. **Retirement**

Your services with the Company will come to an end immediately upon your attaining the age of retirement as per the then prevailing policy of the Company. For the purpose of determining this, the age recorded with The Company shall be considered as final and conclusive.

Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.

12. **General**

The above terms and conditions including those in (**Annexure ?A & B** Salary break up) are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Working Hours, Retirement, Code of Conduct, etc. you will be governed by the rules of The Company as shall be in force from time to time.

13. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies, you may be required to work on 24\*7 project on shift basis if required and your working hours / work days may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.

14. You shall provide details regarding the utilization of your time by entering the same into Tech Mahindra Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the client may have



requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Tech Mahindra Limited's timesheet system.

15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Tech Mahindra Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure ?C and I hereby accept and agree to abide by them.

**Name in full** :

**Signature** :

**Address** :

**Date** : **Place** :

### **ANNEXURE - D - Checklist of Documents**

At the time of joining, you are requested to bring the following documents in **original (For Verification only)**.

- (a) Certificates' supporting your educational qualifications along with marks sheets - **Three** copies each
- X th Certificate & mark sheets
  - XII th Certificate & mark sheets
  - Degree Certificate & Semester/year-wise mark sheets
  - Master's Certificate & Semester/year-wise mark sheets
  - Diploma/PG Diploma Certificate & Transcripts
  - Any other Certificate with supporting documents ?if any
- (b) Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed
- (c) **Five** passport-sized color photographs with white background
- (d) **Valid Passport**  
*Please submit copy of the valid Passport (first and last pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.*
- (e) **PAN Card and Proof of PAN Number**

*You MUST carry and provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.*

(f) **Aadhaar Card**

*You MUST carry and provide your Aadhaar Card copy. Please note that it is mandatory to provide your Aadhaar card number for processing KYC in EPFO portal. If applied for, please submit a copy of the acknowledgment as issued by the authorities.*

(g) **Indemnity Bond**

*Print only the first page of **Annexure J** on a Stamp Paper of **INR 500/-** and rest of the pages on plain white paper. Have one Surety (Blood relations i.e. father/mother/elder brother/sister with independent income only) sign at the designated space on the last page of the Bond. Tech Mahindra will have a Notary available on the day of joining at joining location to facilitate notarization of Bond. These services will be chargeable and payable directly to the Notary by you. Should you desire to get the Bond notarized on your own, you may do so. In case of non-availability of Notary at joining location, you will be guided by the Joining Team on further action.*

**Note:** -The Bond has to be notarized as on the date of joining. Please **DO NOT** get a pre-notarized bond.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer.

Please bring all the certificates supporting your educational qualifications along with mark sheets in original for verification only.

### **ANNEXURE - E - Confidentiality Agreement**

I understand that during my employment with Tech Mahindra Limited., I will have access to information for its customers, suppliers, vendors and licensors, any or all of which are referred to in this agreement "Tech Mahindra Limited. I also understand that this information, whether technical or non-technical is commercially valuable. It is referred to in this agreement as "confidential information".

A few examples of confidential information are given below. However these examples do not list all of the types of confidential information which I may develop or to which I may have access:

- 1) Information of a business nature such as marketing, underwriting, associate customer and claimant data, sales, and list of customers, including future developments and planning concerning them.
- 2) Computers /software programs and associated documentation and material which are propriety to Tech Mahindra Limited or which Tech Mahindra Limited. is under an obligation to prevent this disclosure.
- 3) Information from Tech Mahindra Limited's vendor and supplier which is confidential, propriety or copyrighted.
- 4) I hereby agree that :

- The confidential information shall remain the sole and exclusive propriety of Tech Mahindra Limited and I shall regard it as confidential and secret information.
- The confidential information is the property considered to be the trade secrets of Tech Mahindra Limited because it involves processes and compilation of information which are secret, confidential, and not generally known to the public and which are the products of expenditure of time, effort, money, and /or creative skills of Tech Mahindra Limited.
- The use of confidential information is furnished to me during my employment on a confidential and secret basis for a sole and exclusive use and pursuing my employment duties at Tech Mahindra Limited.
- I will not, during and after my employment at Tech Mahindra Limited., publish, disclosed, or otherwise divulge the confidential information to any person not specifically authorized by Tech Mahindra Limited to receive such information.
- I will not copy and confidential information for any purpose except with the express consent of the Tech Mahindra Limited officials or the expressed written authorization of the third party owner.
- Upon termination of my employment with Tech Mahindra Limited, or at any other time at Tech Mahindra Limited request, I agree to return promptly to Tech Mahindra Limited, all confidential information, including but not limited to all manuals, letters, notes, notebooks, reports, formulae, computer programs and associated documentation and material, memoranda, customer list and all other materials and all copies of them relating in any way to Tech Mahindra Limited which in any way were obtained by me during my employment at Tech Mahindra Limited which are in my possession or under my control. I further agree that I will not make or retain any copies of the above mentioned information and will so represent to Tech Mahindra Limited upon termination of my employment.
- This confidentiality agreement will continue to be in effect after the termination of my employment with Tech Mahindra Limited.

If any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name : Signature

: Date :

**ANNEXURE - F - Medical Self-Declaration**

MEDICAL DECLARATION FORM			
Applicant ID <i>(To be filled by HR)</i>		Associate ID <i>(To be filled by HR)</i>	
First Name:	Last Name:	Blood Group	
Gender: Male/Female <input type="checkbox"/>	Date of birth (DD/MM/YYYY)		

**Candidate's Medical History:**

Candidate's Medical Details	Yes	No	Please provide the details
Do you have any defect or problem of vision?			
Can you readily distinguish between the pigmentary colors?			
Do you suffer from a degree of deafness which would prevent your hearing of normal conversation?			
Do you have any physical deformity / handicap?			
Do you have any congenital disorder / abnormality?			
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?			
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?			
Have you ever been disqualified on medical grounds from any previous employment opportunity?			
Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12 months?			
Have you had any form of critical illness or operation in the last two years?			
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?			

**Have you ever suffered/are you suffering from any of the following?** *(Please tick whichever applicable)*

Heart Attack		Diabetes	
High Blood Pressure		Stroke	

Night Blindness		Valve Disorders	
Asthma		Slipped disc	
Any other major disease/illness that you willing to disclose		may be	

**Candidate's Declaration:**

I declare that, to the best of my knowledge, the answers to the questions in this form are correct and that I am not suffering from any disease/illness that I have not revealed.

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

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

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

(DD/MM/YY)

**ANNEXURE - G - Intellectual Property Assignment**

Associate Name :

Associate ID :

Date :

In consideration of my employment with Tech Mahindra Limited and in view of the confidential nature of employment by reason of which I will obtain and have obtained special knowledge of Tech Mahindra Limited and business, its necessities and plans and the information of its customer, I hereby agree as follows:

**(a) Intellectual Property Assignment**

I hereby assign, to Tech Mahindra Limited or its successor, designees or assigns, any and all rights in any design, invention, discovery, or other intellectual property (including without limitation, right to apply for and obtain a patent) which I may create, develop or assist in creating of developing during my employment which design, inventions, discovery and other intellectual property relate to services provided/ to be provided or products or systems manufactured or developed or licensed or sold by Tech Mahindra Limited whenever made by me and for any work

made and/or created or cause to made and/or created in the course of my employment whether on the customer project or otherwise.

Tech Mahindra Limited shall be the first owner of the copyrights therein and for work made and/or created or cause to made and/or created in the course of my employment. If by virtue of any law or any judgment, Tech Mahindra Limited is not the first owner, then I hereby assign, exclusively and irrevocably, the same, wholly and generally, forever throughout the world, without any obligation of payment of royalty or any other sum of money or benefit(s), the whole of the copyright(s) in all such work(s) and further waive all my moral rights wholly in favour of Tech Mahindra Limited I also agree to sign on demand, whether during the employment or any time thereafter, any papers and do any acts which may be deemed necessary or desirable by Tech Mahindra Limited to secure to Tech Mahindra Limited., its successors, designees, or assign, any right relating to such design, invention, discovery, copyright or intellectual property and improvement including patents in India or any other foreign country.

**(b) Restrictions after Termination**

I further agree upon termination of my employment to surrender to Tech Mahindra Limited all software programs, data (whether in hard copy form or in electronic form), notebooks, designs, drawings, blueprints, writings, manuals, price books, any business or market information, business and technical brochures, service models and techniques and other documents and materials (including all copies) then in my possession or control, which relate in any way to the business, research, development, sales, sales promotions, marketing or customer's information or other activities of Tech Mahindra Limited The obligations stated under this Agreement shall survive the termination or discontinuation of my employment with Tech Mahindra Limited.

WITNESSED

ACCEPTED

**ANNEXURE - H - Agreement ? General Covenant Against Disclosure and Covenant Not to Compete / Non- Solicitation**

In consideration of my employment "Tech Mahindra Limited", and in consideration of the wages or salary to be paid to me, and regardless of the duration of my employment, I enter into the following agreements:

1. I agree to perform competently, diligently, reliably, and to the best of my ability all duties required of me from time to time by Tech Mahindra Limited I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Tech Mahindra Limited during the term of my employment with Tech Mahindra Limited either within or outside of business hours.
2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.

3. **Actions Required on Termination:** Upon termination of my employment at Tech Mahindra Limited whether voluntary or involuntary (or at any other time upon the request of Tech Mahindra Limited.), I shall return to Tech Mahindra Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.
4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Tech Mahindra Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Tech Mahindra Limited I also agree to keep the contractual relationships of Tech Mahindra Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the names, addresses, or special requirements of Tech Mahindra Limited's customers. This **Clause 4** is intended to apply to all materials, which I may compile, as well as to all materials furnished to me by anyone else in connection with my employment.

- a) Because it may not be clear to Associate which information is Confidential Information, in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Tech Mahindra Limited before making any disclosure of information covered by this Agreement.
- b) Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India; provided, however, that prior to such disclosure, the Associate (i) notifies Tech Mahindra Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Tech Mahindra Limited has had the opportunity to prevent or limit such disclosure.
- c) In the event of a breach or threatened breach of this **Clause 4** by Associate, Tech Mahindra Limited shall be entitled, in addition to all other remedies otherwise available to Tech Mahindra Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.

- d) In the event that Tech Mahindra Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Tech Mahindra Limited any costs and attorneys' fees reasonably incurred by Tech Mahindra Limited in connection with obtaining such judgment or order.

If any court should hold any part of the covenants set forth herein to be unreasonable, or otherwise unenforceable, the parties expressly agree that the covenants set forth herein shall be enforced to the extent that would otherwise be deemed reasonable or enforceable. In the event of any breach by Associate, the Non-Compete Period shall be extended on a per diem basis for the period that Associate is in breach.

5. **Ownership of Work Product:**

Tech Mahindra Limited shall be the sole owner of all of my work product. For this purpose, "work product" means all inventions, improvements, discoveries, documentation, programming and technology (including all associated intellectual property rights) that I may create (alone or with others, at work or elsewhere, during or after the normal workday) relating to the work I do, the business of Tech Mahindra Limited or any research or development conducted by Tech Mahindra Limited I agree to assign, disclose and deliver to Tech Mahindra Limited as Tech Mahindra Limited's property, all right and evidence I may have or acquire with respect to any and all work product, and I agree to take such further actions and sign such further instruments as Tech Mahindra Limited may request from time to time to protect and defend its ownership of any and all work product. I understand that disclosure of my suggestions and ideas is encouraged.

6. **Partial Restriction on Post-Termination Competition:** Background. Tech Mahindra Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both this investment and my compensation reflect Tech Mahindra Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Tech Mahindra Limited's customers or competitors may attempt to cause me to leave Tech Mahindra Limited and wrongfully gain the benefit of Tech Mahindra Limited's investment. The partial restraint set forth in this **Clause 6** does not, and cannot, provide complete protection for Tech Mahindra Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Tech Mahindra Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Tech Mahindra Limited's interest, giving due regard to both my interests and the interests of Tech Mahindra Limited.

7. **Covenant Not To Compete.** I hereby covenant and agree as a part of and ancillary to this Agreement that for the period of 12 months following the termination of my employment with Tech Mahindra Limited (irrespective of the reason for or such termination),

- a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech



Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the 12 months period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction is necessary to avoid possible compromise of

Confidential Information and business interest;

- b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Tech Mahindra Limited's for which I am providing services on behalf of Tech Mahindra Limited that are competitive with the products and services available to the client from Tech Mahindra Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Tech Mahindra Limited associate; or (2) induce or solicit any associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Tech Mahindra Limited's legitimate business interests and proprietary and confidential information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Tech Mahindra Limited's business interests and proprietary information. I have sufficient skills to find alternative, commensurate employment that would not violate the terms of this undertaking. I acknowledge that adherence to this undertaking shall not deprive me of the ability to earn a living or support my dependents.

8. **Compliance Not Contingent Upon Additional Consideration:** I understand and acknowledge that the wages, compensation,, benefits training and experience that Tech Mahindra Limited provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim, any additional or special payment or compliance with the covenants and agreements herein.
9. **Damages and Remedies:** I acknowledge and agree that if violate this Agreement, Tech Mahindra Limited may take legal action against me as follows: (1) Tech Mahindra Limited. may take legal action in the court specified below in **Clause 13** for the liquidated damages specified in **Clause 6** above and (2) a violation of this Agreement is likely to cause severe and irreparable Cause injury to the business, good will, client relations and proprietary information of Tech Mahindra Limited., an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Tech Mahindra Limited. shall, in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.

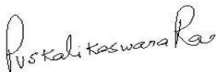
10. **Severability:** Each Clause and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.
11. **Entire Agreement:** This Agreement reflects the full and complete agreement between myself and Tech Mahindra Limited on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered or replaced by a subsequent writing, signed by myself and an authorized officer of Tech Mahindra Limited.
12. **Binding Effect:** This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Tech Mahindra Limited (together with their successors and assigns).
13. **Choice of Law:** This Agreement will be governed and controlled in all respects by the laws of India.
14. **Choice of Forum:** The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited for liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited would incur upon such breach.

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in **Clause 4** so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_.

For and on Behalf Of  
**Tech Mahindra Limited**



**Venkat Paturi**  
**Head - Resource Management Group**

Signature :  
**Ms. Harshada Nemgonda Patil**

**ANNEXURE - I - ACKNOWLEDGMENT**

This acknowledgment shall be attached to and considered part of the employment agreement executed this date by and between Tech Mahindra Ltd "Company" and the **Ms. Harshada Nemgonda Patil** "Employee".

The Employee recognizes, understands and specifically agrees to the restrictive covenant contained in the foregoing agreement. The Employee further acknowledges that said restrictive covenant and the territorial limitations set forth therein is reasonable.

I understand that my employment with the Company is absolutely conditioned upon execution of this Acknowledgment and agreement. I have fully read, understood and agree to be bound by the attached agreement and this Acknowledgment. I, **Ms. Harshada Nemgonda Patil**, hereby further acknowledge and confirm that I have read and understood the foregoing agreement. I understand that I have the right and the time to have this agreement reviewed by Advocate of my choice but has declined to do so.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the Employee has set his or her hand on this day \_\_\_\_\_ of \_\_\_\_\_ (month), \_\_\_\_\_ (year), and hereby acknowledges, understands and agrees to the above.

**Harshada Nemgonda Patil**

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

Witness / Notary Public: \_\_\_\_\_

**Annexure - J - INDEMNITY BOND WITH SURETY**

This Indemnity is made and executed at <<Joining Location>> on this << Joining Date>> day of << Joining Month>> << Joining Year>> by Mr/Ms/Mrs.<< Name >> age <<Age>> S/o Mr.<<Father's Name>> a permanent resident of <<Address>> \*hereinafter called "Employee" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the first part

**AND**

Mr. <<Name of Surety>> age <<Age>> S/o Mr.<< Father's Name of Surety>> a permanent resident of << Surety Address>> [hereinafter called "Surety" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the second part,

**IN FAVOUR OF Tech Mahindra Limited**, a company incorporated under the Companies Act, 1956 and having its Corporate Office at Infocity, Hitech City Layout, Madhapur, Hyderabad ?500081, India [hereinafter called "**Tech**

**Mahindra"** which expression shall, unless repugnant to the context or meaning thereof, mean and include its successors-in-interest and permitted assigns].

**WHEREAS** the **Employee** has been selected for appointment as \_\_\_\_\_

in Band \_\_\_\_\_ in the service of Tech Mahindra.

**AND WHEREAS** an Offer of Appointment containing the terms and conditions of the appointments has already been issued to the **Employee** vide letter No. \_\_\_\_\_ dated of **Tech Mahindra**.

**AND WHEREAS** the acceptance of the terms and conditions of the appointment has already been communicated to **Tech Mahindra** on \_\_\_\_\_ by the **employee**.

**AND WHEREAS** one of the terms and conditions of the appointment is that the Employee shall undergo an initial training programme called .Entry Level Integrated Training and Enablement (hereinafter referred as ELITE) which may also include the project specific training/s and would be subsequently placed on assignments relating to various projects of Tech-Mahindra. The Employee shall serve Tech Mahindra for a minimum period of **twenty four (24)** months from the date of joining of the Employee and execute an indemnity with surety in favour of **Tech Mahindra**.

**NOW THIS INDENTURE WITNESSETH** as under:

1. In compliance of the aforesaid condition in Offer of Appointment subject to which **Tech Mahindra** has agreed to give appointment to the Employee, the Employee **hereby** undertakes to undergo the Initial Training Programme as provided by **Tech Mahindra** without any interruption whatsoever and serve **Tech Mahindra**, on its various projects at any location, in India or abroad, for a minimum period of **twenty four (24)** months from the date of joining.
2. The **Employee** hereby undertakes to devote his/her full time and attention to the business of **Tech Mahindra** with due care, skill and diligence. The **Employee** further undertakes to use his/her best efforts in the performance of his/her duties and responsibilities and abide by the rules and regulations of **Tech Mahindra**.
3. The **Employee** hereby undertakes to honor the commitment made by **Tech Mahindra** to its customer/s for completion of any project/s and further undertakes not to abandon any project before its completion.
4. The party of the Second Part i.e ~~agrees to stand as Surety for the~~ due performance of the obligation of the **Employee** under this agreement of indemnity. **In case of breach of the terms of this indemnity by the Employee and** failure to indemnify Tech Mahindra, the Surety shall be jointly and severally liable to pay the aforesaid amount of **INR. 100,000/- (Rupees One lakh only)** to **Tech Mahindra** with an interest at the rate as specified herein below, immediately on demand.

5. The Employee further agrees and undertakes that in case, he/she commits breach of the above conditions and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him/her leading to termination of his/her service as per rules/regulations, by Tech Mahindra, he/she shall pay an amount of INR. 100,000 (Rupees One lakh only) with the interest thereon @ 15% per annum from the date of breach of the above till the payment thereof, as liquidated damages/cost of training including on the job training, the expenses which Tech Mahindra has incurred/may have to incur in recruiting another employee in his/her place, and also on account of business loss suffered/to be suffered by Tech Mahindra during intervening period. The employee and surety agrees that assessment of liquidated damages as assessed as INR. 100,000 (Rupees One lakh only) are reasonable, which they both agree to pay jointly and severally, on demand made by Tech Mahindra.
6. Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the **Employee** to continue in the service of **Tech Mahindra** for the aforesaid term of **twenty four (24)** months, and Tech Mahindra shall always have the right to take appropriate action against the **Employee** as per terms of the appointment letter and/or the rules and regulations of **Tech Mahindra** as applicable, in case of commission of any misconduct by the **Employee**.
7. The amount specified above shall constitute a debt owing to **Tech Mahindra** and shall be recoverable from the **Employee** and the Surety jointly and severally with interest thereon at the rate specified above till the payment thereof.

**IN WITNESS** whereof, the **EMPLOYEE & the SURETY** have put their signatures in the presence of the witnesses.

Signed and delivered by the Party of the first part i.e. the Employee having read and understood the contents/terms of this Indemnity Bond

**Name of First Part:**

**Sig:**

Signed and delivered by the Party of the second part i.e. the Surety having read and understood the contents/terms of this Indemnity Bond

**Name of Surety:**

**Sig:**

S/d by:-

1. WITNESS: \_\_\_\_\_  
(Name)

NAME & ADDRESS:



Tech Mahindra Limited  
Infocity, Hitech City Layout,  
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363 Fax: +91 40 2311 7011

techmahindra.com connect@techmahindra.com Registered Office:  
Gateway Building, Apollo Bunder Mumbai 400 001, India.  
CIN L64200MH1986PLC041370

2. WITNESS: \_\_\_\_\_  
(Name)

NAME & ADDRESS



More reasons to #lovetobeTechM

10th November 2020,

To  
Jayashri Kumbhar,

SUB:- Offer Letter

In regards to the discussion you had with us, VSI is pleased to offer you a position of Software Developer with us.

The annual CTC(Cost To Company) including all the Salary, allowances and expenses we are offering is 1.5 lakh per annum.

You are required to join the Company on or before 17th November 2020.

Please return a signed copy of this letter as your acceptance of the offer.

We look forward to you joining us on this journey.

Yours Faithfully,  
Rohit Magdum

Co-Founder  
VoidStarIndia Solutions LLP

## INTERNSHIP CONTRACT

Ketaki Purohit

Mobile no. : +91 8087974923

F-17 Bhagyodaya soc, Near post ofc, Sinhagad Road, Pune-411051

Email: Tanupurohit7690@gmail.com

Dear Ketaki,

This is in response to your application for internship with Intellegq Technologies Pvt. Ltd. We would like to extend our heartiest congratulations on your selection for internship with Intellegq Technologies Pvt. Ltd. based at Pune for a duration of Four months. Your internship will start from February 1 st, 2021 and will complete on July 31 st, 2021. You will be required to report to Mr. Mahendra Shinde on your date of joining. Our team at Intellegq Technologies Pvt. Ltd. is looking forward to have you work with us.

During your internship, the concentration will be on helping you understand the theoretical concepts with their practicality and implications to help you connect your classroom knowledge and on-field experience. We will be happy to train you to learn new skills which are extremely helpful in the professional setting.

You will be required to clock a total of 40 hours per week.

Complete details on project will be shared with you before the start of the internship.

Given below is the address where you have to report for internship:

Intellegq Technologies Pvt. Ltd. Fl No-b-3-802, Sr No- 16/3b, Tirupati Kashiganga, Dhanori Tq. Haveli, Pune, Maharashtra, 411015, India.

Once again, congratulations to you on your selection and all the best for your endeavors.

Regards,

  
Mahendra Shinde - Intellegq Technologies Pvt. Ltd





10th November, 2020

Dear Himayu Sunil Sisode,

This has reference to the conversations and interview you have had with regards to career options at **CRIF High Mark Credit Information Services Private Limited**.

Subsequent to your interview, we are pleased to offer you a position of an **Intern**, Intended to operations team with our Company. Your position will be based out in **Pune**. You will report to the **Senior Manager Business Intelligence** Position.

You are required to join at the earliest, but not later than **17<sup>th</sup> November, 2020**. The exact nature of your responsibilities will be communicated to you after you join. For your services you will be paid a monthly internship of **INR 16,800/-**

You are requested to bring following documents at the time of joining:- 1.

Educational Certificates

2. Passport copy (if available)

3. PAN card copy

4. Ration card OR Electricity Bill copy (address proof)

5. Four Passport size photographs

You will be required to sign a Confidentiality and Non-Disclosure Declaration/Agreement and a Non - Compete Agreement, pending which, it is clearly understood and accepted by you that all and any information you have access to or comes to your knowledge by virtue of your employment with CRIF High Mark Credit Information Services Private Limited is strictly confidential in nature and will not be divulged in any manner to anyone except in the performance of your official duties.

Your internship will commence from your date of joining and will proceed until **16<sup>th</sup> November, 2021**. During this period your performance will be assessed and if found inadequate, your internship will be terminated with a notice of Fifteen days & feedback will be provided. On successful & satisfactory performance, you will be provided with a certificate of completion of internship.

You are requested to acknowledge your acceptance of this internship offer as detailed above. We look forward to welcoming you to **CRIF High Mark Credit Information Services Private Limited**.

Sincerely,

For CRIF High Mark Credit Information Services Pvt. Ltd.

**MANISHA**

serialNumber=80ee69bf2056d91433a5bf2d8efba311b5176be189e53222fb43b5a81a44585f,  
Digitally signed by MANISHA PRASAD DN: c=IN, o=Personal, cn=MANISHA PRASAD,  
postalCode=411040, 2.5.4.20=4035f93cd1e06c6ee45604d156e07ade

**PRASAD**

14st=Maharashtra af7744585f10be2f0b82b51135185d,

Date: 2020.11.10 16:18:46 +05'30'

**Manisha Prasad**

**VP – Human Resources**

For Acceptance

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**Himayu Sunil Sisode**

**CRIF High Mark Credit Information Services Pvt. Ltd.**

Registered Office : FOF B-04,05,06 , 4th Floor, Art Guild House, Phoenix Market City  
L.B.S. Marg, Kurla (W), Mumbai 400070, Maharashtra, India  
Tel. +91-22-71712900, info@crifhighmark.com, CIN No - U74130MH2005PTC216732  
[www.crifhighmark.com](http://www.crifhighmark.com)

Information • Analytics • Solutions





Manasi Mohite <manasimohite17@gmail.com>

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## Amazon Development Centre (India) Private Limited - You Have Documents to Review and Electronically Sign

1 message

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**MyDocs-noreply** <MyDocs-noreply@onbaseonline.com> Thu, Oct 15, 2020 at 11:16 PM  
To: manasimohite17@gmail.com

Hello Manasi,

Congratulations on your offer of employment with Amazon Development Centre (India) Private Limited. Your new hire documentation is ready for you to review and sign. Please review and complete the documents at your earliest convenience by clicking on the following link;

<https://amazon.onbaseonline.com/MyDocs/registration?authToken=ee05c270-779e441b-b079-b8d8530b8c8f>

Your Terms of Employment and/or Confidentiality Agreement can be found in your MyDocs account. Please read and acknowledge these documents. You will not be allowed to begin work unless these documents are read and acknowledged. Also remember to carry original national id proof with you on your first day for validation purposes.

If clicking the link doesn't seem to work you can copy and paste the link into your web browser's address window or manually type it there.

Once you have accessed MyDocs through this link we will provide instructions for setting your password. You will then be asked to digitally sign your employment documents.

We will never e-mail you and ask you to disclose or verify your MyDocs password, credit card, or banking account number. If you receive a suspicious e-mail with a link to update your account information, do not click on the link--instead, report the e-mail to Amazon Development Centre (India) Private Limited for investigation.

If you have any problems in completing, or any further questions related to your offer documentation, then please refer to your recruitment contact who will be able to assist you.

Kind regards,

Amazon Development Centre (India) Private Limited  
Recruitment

CID041719285 | 108414020

ई,ÆCiÈMayhî

HRD/2T/12983573/19-20

Ms. Mayuri Atul Shingvi  
Candidate ID: 12983573  
Chaitanya Nagar  
Dhankawadi  
Pune - 411043  
Maharashtra  
India  
Ph: (91) 86238 99908

May 07, 2019

Dear Mayuri,

Welcome to Infosys!

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

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

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

Warm regards,

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

**INFOSYS LIMITED**CIN: L85110KA1981PLC013115

44, Infosys Avenue

Electronics City, Hosur Road Bangalore 560 100, India

T 91 80 2852 0261F 91 80 2852 0362

Digitally signed by RICHARD LOBO Date: 2019.05.07 18:38:39 +05:30

Reason: Offer Letter  
Location: Bangalore

HRD/2T/12983573/19-20

Ms. Mayuri Atul Shingvi  
Candidate ID: 12983573  
Chaitanya Nagar  
Dhankawadi  
Pune - 411043  
Maharashtra  
India  
Ph: (91) 86238 99908

May 07, 2019

Dear Mayuri,

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

Here are the terms and conditions of our offer:

#### **Joining date**

Your scheduled date of employment with us will be **June 03, 2019**.

#### **Location**

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

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

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

## Training Period

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

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road

BangT 91 80 2852 0261alore 560 100, India

F 91 80 2852 0362  
askus@infosys.com  
[www.infosys.com](http://www.infosys.com)

## Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure – III.

## Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company’s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

## Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

## Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

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

## Agreement

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

## Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

## Compensation and Benefits

### Salary

Your Total Gross Salary will be INR **18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I.

### Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary) as mentioned in the Compensation Details sheet at Annexure – I of this letter. The mode of payment for Financial Year 2019-20 will be as follows:

**95%** of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

## Insurance



You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

### Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice

### Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

### Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member /

Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2018-2019. These eligibility criteria for the Role of an Operations Executive, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the NonCompete Agreement (Annexure II).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.

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

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

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

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

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_ Location  
Print your name

Enclosures: Annexure - I (Compensation)

**ANNEXURE –I (Compensation)**

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Mayuri Atul Shingvi
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
<b>MONTHLY GROSS SALARY</b>	<b>16,162</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	<b>136</b>

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN ( Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

\* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is Applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.

Í,ÆCiÈMayhî



## Krishagni Solutions

20, Vaishali Apartments,  
Someshwar Park, Pashan, Pune.

[www.openspecimen.org](http://www.openspecimen.org)

[contact@openspecimen.org](mailto:contact@openspecimen.org)

01 Jul 2020

To,  
Nikhil Dingane,  
Pune

### Sub: Appointment in Krishagni Solutions

I am pleased to offer you the position of "Member of Technical Staff" effective from 01 Jul 2020. The details of the offer are as explained below.

## Benefits

1. Medical insurance for self
2. Unlimited training allowance for online courses, purchasing books, etc.
3. Free breakfast, lunch, snacks, tea, coffee, etc
4. Liberal work from home policy
5. 6 monthly salary review process

## Salary Breakdown

Component	Monthly
Basic	₹10,500
HRA	₹6,000
Commuting allowance and medical allowance	₹2,850
Special allowance	₹10,650
<b>Gross monthly salary</b>	<b>₹30,000</b>
<b>Annual gross salary</b>	<b>₹3,60,000</b>

Your next salary review will be on Jan 01, 2021.

Thanking You,

A handwritten signature in blue ink, appearing to be 'Srikanth Adiga', written in a cursive style.

Srikanth Adiga,  
C.E.O and Managing Director







Office Address: 04th floor, S. M. Tower, Above Jijamata bank, Karvenagar, Pune-411052.  
E-mail: info@webhub.co.in Website: www.webhub.co.in

---

**REF:** INT-webhub631-2021

**Date:** 01/02/2021

Dear **Nikita Karanjkar**,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Java Developer -Intern** with WebHub Technology Pune. We take this opportunity to welcome you to WebHub Technology Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

**College Name:** Pvg's College Of Science

**University Name:** Savitribai Phule Pune University, Pune.

**Duration:** 06 Month

**Assign Project:** Municipal Corporation Online Complaint Handling Process


**YOURS SINCERELY,**

**FOR WEBHUB TECHNOLOGY PUNE HUMAN**

**RESOURCE MANAGER**

[www.webhub.co.in](http://www.webhub.co.in)



# *Internship : Final Presentation*

## *Aug, 2021*



**Nikita Gugale**  
**Roll No.:**

**Frontend: React Development**  
**Backend: Blockchain Development**

**Master's In Computer Science**

**Internship Supervisor**

**Akshay Karale**

**Internship Duration**

**5 Months (21 Feb - 24th Jul)**

**Internship Company**



**Snapper Future Tech**

**College**



**PVG's College Of Science**



21 Vedas Center, DP Road Aundh,  
Pune 411107  
+91 7038304944  
info@snapperfuturetech.com

### Internship Letter

Date: 20<sup>th</sup> Feb 2021

To,

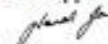
Nikita Gugale  
573/29/B,  
1st floor flat no 4,  
SuparshwanthGoc B wing,  
Bibwevadi Pune 411037.

Dear Nikita,

In reference to our discussion, we would like to offer you internship for 6 months with effective from 22<sup>nd</sup> Feb 2021 with Snapper Future Tech based at Pune.

Again, congratulations and we look forward to working with you.

Yours sincerely,  
for Snapper Future Tech Pvt. Ltd.

  
Naresh Jain  
COO



21 Vedas Center, DP Road Aundh,  
Pune 411107  
+91 7038304944  
info@snapperfuturetech.com

### Completion Letter

that Ms. Nikita Gugale has Successfully completed their industrial training on Snapper Future Tech, Pune in partial fulfillment of the final semester of M.Sc (Ice) course from PVG College of Science.

It are below:

Topic	ICO-Dapp
Duration	12/04/2021 to 15/06/2021
Skills	Blockchain(Solidity), React

being executed under the guidance of Mr. Akshay Karale(Project Manager). We have viewed their performance continuously during the period of their training and their performance is satisfactory. The design and development of the system is as per industry standards.

This certificate has been issued solely for internship period spent with Snapper Future Tech Pvt. Ltd. to the University/Education needs. Any further information regarding the project work about the project work is strictly confidential and intellectual property of Snapper Future Tech Pvt. Ltd.

Wishing you the best for their future.

For Snapper Future Tech Pvt. Ltd.



# Agenda

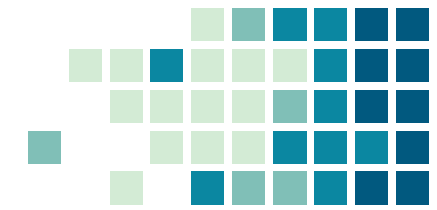
- About Snapper Future Tech
- Snapper Products & Services
- Internship Task Timeline
- ModePhase
- FramePhase
- BuildPhase Backend
- BuildPhase Frontend
- Conclusion

# About Snapper Future Tech

Snapper Future Tech is a global services & technology products company, leading digital transformation for enterprises using blockchain. It offers services in Blockchain application development, training & consulting and an innovative suite of specialised products for eGovernance, Financial Services, Insurance, Sustainable Supply Chain & Healthcare. Established in 2017 in Pune, Snapper Future Tech has raised Pre-Seed and Seed rounds through Enemtech Capital and strategic investors globally. A Hyperledger







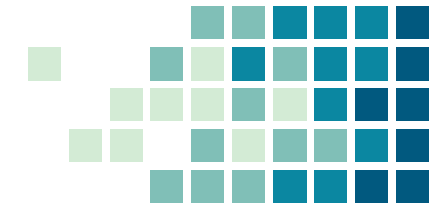
Certified Service Provider (HCSP) & Training partner (HTP), the company participates in open-source initiatives across the globe & has robust technological alliances & partnerships with Hyperledger, Oracle, Amazon Web Services, IBM, Trust over IP & Sovrin.

## Snapper Products

### [HealthcareChain:](#)

It is for healthcare institute's that addresses eHealth records(EHR) securing data privacy and protection to patients, doctors, insurers and regulators. It enables secure generation, authentication, sharing and verification of all kinds of health records.

### [SnapCert:](#)



## Snapper Services

It enables secure digitalization, generation, authentication, sharing & verification of any kind of academic certificate and creates value for entire ecosystem through Trust As A Service. It is digital credential verification platform build on Hyperledger Fabric.

### *SnapChain:*

It provides traceability & provenance for assets & documents in organization. It is at forefront of providing superior & seamless experience to its employees, suppliers & business partners.

### *Blockchain Consultation:*

Company assist to assess role of blockchain in their digital transformation plans. Integrated platforms, legacy systems, industry 4 technologies.



### *Blockchain Solutions Design & Development:*

Company offers decentralized application architecture, solution design and development by certified professionals.

### **Training Services:**

Company have been delivering Blockchain Training Programs under

Ed-Tech initiative and brand called 'Indian Blockchain Institute'. It conducts instructor led classroom and virtual training led classroom and virtual training programs(VILT).

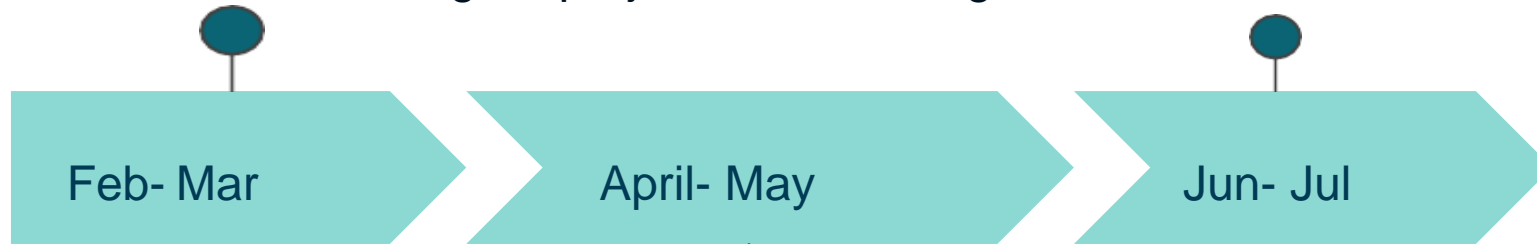
### **Talent-As-A-Service:**

Company offer Blockchain professionals to augment your workforce on contract, this includes contract staffing, vendor on-premises, and managed resources.



# Task Timeline

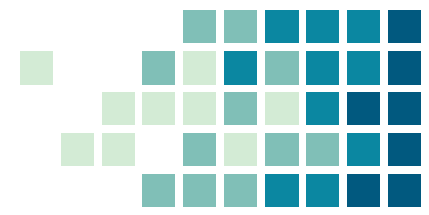
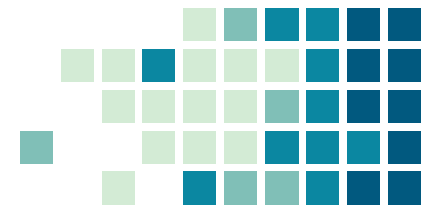
- Final phase of development
- UI UX Designs - Testing of project
- Understanding of blockchain technology - Hands-on UI on on-going project
- Research & learning for project - Training as trainee for Ethereum sessions.



- Training on Ethereum
- Understanding & training DApps
- Development of ERC20\_ICO(project)



- Hosting website on *AWS*



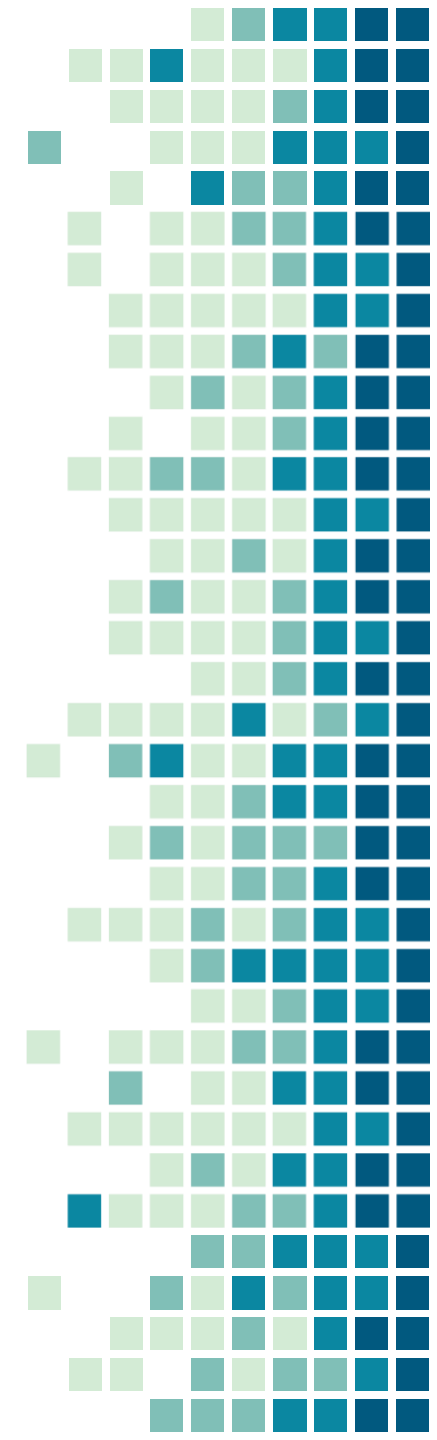
# Model Phase (End Feb - March)

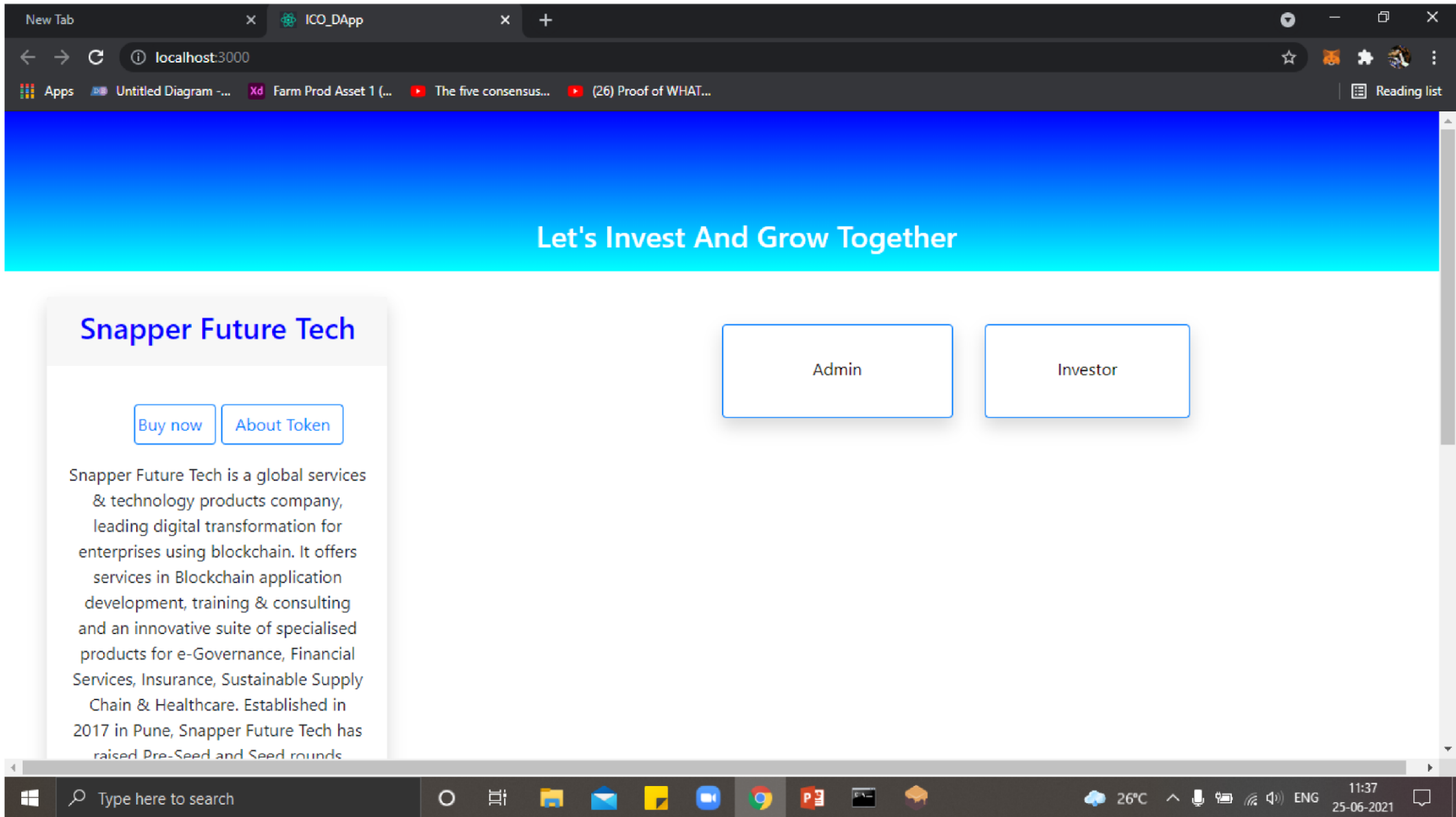
## Objectives:

- Understanding project Idea
- Breakdown of idea into feasible product
- Preparation of design screens of one flow to get project understanding on the look of web application.

## Learnings:

- Requirements Gathering and understanding them.
- Understanding the business context of application.
- Basic understanding of required resources for web application.





Let's Invest And Grow Together

## Snapper Future Tech

[Buy now](#) [About Token](#)

Snapper Future Tech is a global services & technology products company, leading digital transformation for enterprises using blockchain. It offers services in Blockchain application development, training & consulting and an innovative suite of specialised products for e-Governance, Financial Services, Insurance, Sustainable Supply Chain & Healthcare. Established in 2017 in Pune, Snapper Future Tech has raised Pre-Seed and Seed rounds

Admin

Investor



New Tab x ICO\_DApp x +

localhost:3000/Admin

Apps Untitled Diagram ... Xd Farm Prod Asset 1 (... The five consensus... (26) Proof of WHAT... Reading list

Home

Start:25/6/2021,11:55:52  
End:25/6/2021,11:60:52

Admin

Investor

### KYC Whitelisting

Address To Allow :  [Add to Whitelist](#)

Pause ICO :

Snapper Balance : 0 Eth

Required fund : 0.000000000000000001





Start:25/6/2021,11:56:2  
End:25/6/2021,11:61:2

Admin

Investor

### For Buying More Token

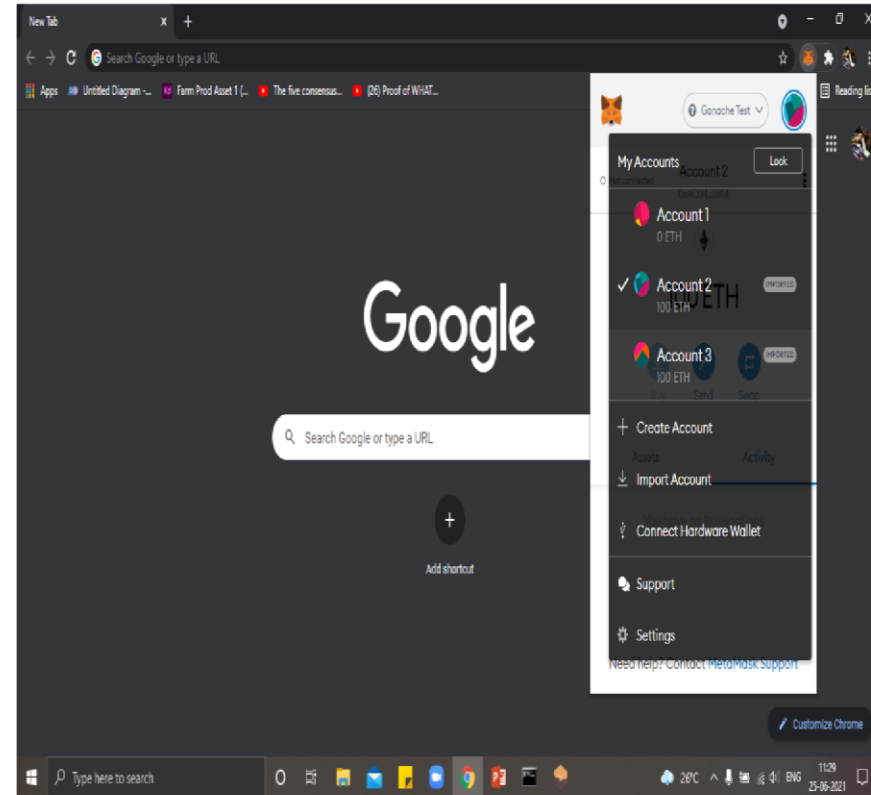
EOA Address : 0xc8Babff838f42F3841F1D6C05D385f556421Af65 [copy](#)

Buy Tokens Now

## Transaction Logs

Recipient	To	Value	No. Tokens
-----------	----	-------	------------

# Build Phase : Backend & Network (May)



Ganache

ACCOUNTS | BLOCKS | TRANSACTIONS | CONTRACTS | EVENTS | LOGS

SEARCH FOR BLOCK NUMBERS OR TX HASHES

CURRENT BLOCK: 0 | GAS PRICE: 2000000000 | GAS LIMIT: 6721975 | HARDFORK: MUIRGLACIER | NETWORK ID: 5777 | RPC SERVER: HTTP://127.0.0.1:7545 | MINING STATUS: AUTOMINING

WORKSPACE QUICKSTART | SAVE | SWITCH | ⚙️

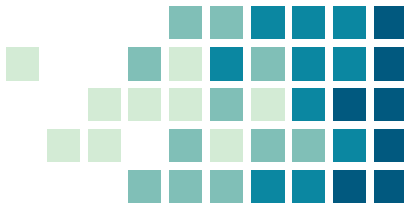
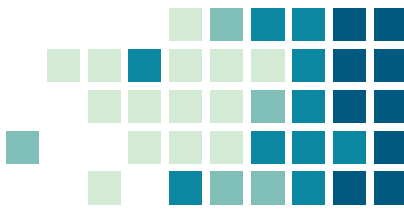
**MNEMONIC** ? above want produce grain rare town half banana filter wide dash fog

**HD PATH** m/44'/60'/0'/0/account\_index

ADDRESS	BALANCE	TX COUNT	INDEX	
0xAC04b044218Bf62F4F11ebCbC8bC39E6cCEc17A4	100.00 ETH	0	0	🔗
0xf9094106A0A956cDCeDDDe2CACC98cEf6b2B9759	100.00 ETH	0	1	🔗
0xD2d0d0448CEe0F638AC0c23Cef4b0a932B5FD02E	100.00 ETH	0	2	🔗
0xfa9e597BA268e3FEC47F7Bf89Bb887aA8BC54a28	100.00 ETH	0	3	🔗
0x475702b201a1a3214DEEa6ead7A72F097DA80461	100.00 ETH	0	4	🔗
0x16f8D930EBF6Ea6c46755583A149d860E8623257	100.00 ETH	0	5	🔗

Type here to search

26°C | 11:28 | 25-06-2021



New Tab x ICO\_DApp x +

localhost:3000

Apps Untitled Diagram ... Xd Farm Prod Asset 1 (... The five consensus... (26) Proof of WHAT...

1 of 2 Reading list

# Let's Invest And Grow Together

## Snapper Future Tech





Buy now About Token

Admin

### Connect With MetaMask

Select account(s)

Select all New Account

<input type="checkbox"/>		Account 1 (...f36e) 0 ETH	
<input checked="" type="checkbox"/>		Account 2 (...17a4) 99.933794 ETH	
<input checked="" type="checkbox"/>		Account 3 (...9759) 100 ETH	

Only connect with sites you trust. [Learn more](#)

Cancel Next

11:37 25-06-2021

localhost:3000 says  
Kyc for 0xAC04b044218Bf62F4F11eBcB8bC39E6cCEc17A4 is Completed!

Start: 25/6/2021, 11:56:47  
End: 25/6/2021, 11:61:47

Investor

### KYC Whitelisting

Address To Allow:

Pause ICO:

Snapper Balance: 0 Eth  
Required fund: 0.000000000000000001

localhost:3000 says  
Timed Out

Start: 25/6/2021, 12:2:54  
End: 25/6/2021, 12:7:54

Investor

For Buying More Token

EOA Address:

### Transaction Logs

Recipient	To	Value	No. Tokens
0xAC04b044218Bf62F4F11eBcB8bC39E6cCEc17A4	0xc8Babff838f42F3841F1D6C05D385f556421Af65	0.000000000000000001	10

localhost:3000/Investor

Start: 25/6/2021, 12:1:18  
End: 25/6/2021, 12:6:18

Admin

Investor

For Buying More Token

EOA Address:

### Transaction Logs

Recipient	To	Value	No. Tokens
0xAC04b044218Bf62F4F11eBcB8bC39E6cCEc17A4	0xc8Babff838f42F3841F1D6C05D385f556421Af65	0.000000000000000001	10

MetaMask Notification

Account 2 → 0xc8Babff838f42F3841F1D6C05D385f556421Af65

BUY TOKENS

DETAILS DATA

Gas Fee: 0.127718  
No Conversion Rate Available

Gas Price (GWEI): 20 Gas Limit: 6385876

AMOUNT + GAS FEE

TOTAL: 0.127718  
No Conversion Rate Available

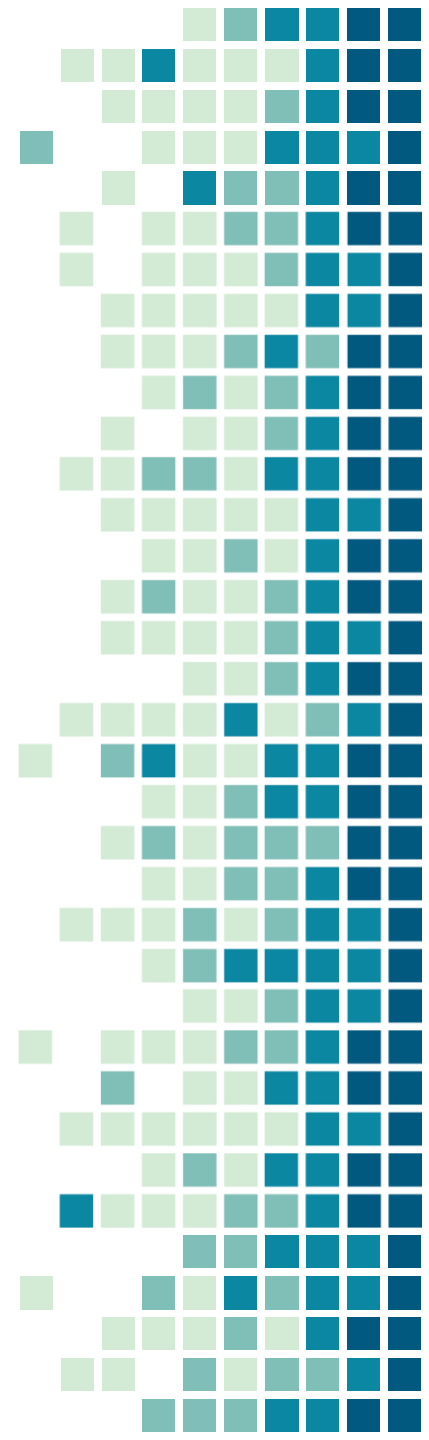
ALERT: Transaction Error, Exception thrown in contract code.

Build Phase :End-to

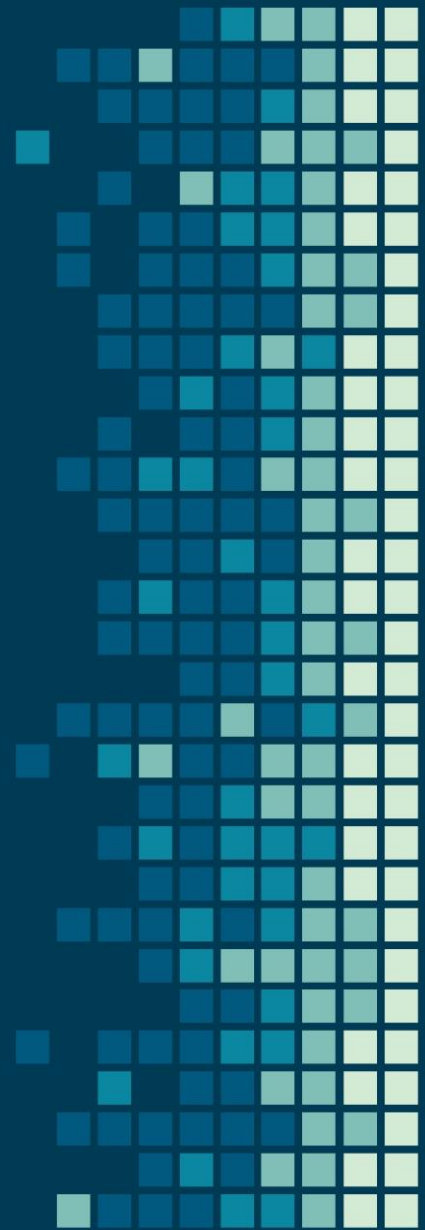
# Conclusion

At Snapper Future Tech I have learned handful of technologies along with soft skills and key concepts that will surely help me in future.

- Proper understanding of designs and color theory.
- Relevance and impact of designs on a product.
- Different architectural Patterns used in industry.
- Learning on working with blockchain and integration of DApps.
- Learnings on AWS and APIs gave me knowledge on best practices to be followed for seamless and optimized queries to database.
- Hands-on experience on on-going project gave me flow of project and team-work experience
- Giving role as trainee helped me with my communication skills and handling client's



THANK YOU





Reference: ZCST/AL/054

Date: 3/ 11 /2020

**Ms. Prajakta Jagtap**

Taljai Pathar Near  
Vijayashankar Society ,  
Pune -411043

**Subject:** Regarding Offer of Appointment with Zplus Cyber Secure Technologies Pvt. Ltd as  
**Software Developer, Department: Software Development**

Dear **Prajakta Jagtap,**

With reference to your discussion with the company, we are pleased to make an offer of employment for the position of **Software Developer, Department: Software Development** at our organization. After probation period your CTC of **96,000 Rs. /-** (*ninety-six thousand only*).

Letter of appointment will be given to you on joining.

This offer of appointment is firm subject to all the following:

- a) Verification from previous employments, Please note that if any of the information given by you is found to be incorrect, this offer will be revoked.
- b) Submission of copy of the letter of resignation from your current employer duly acknowledged within a week of the date of this letter
- c) Communication to us in writing, within 1 week of the date of this letter, the confirmed date of your joining our company.
- d) Accept the letter with below term and condition.
  - Your probation period will be for **two months** starting from the date of you're joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
  - Your pay during the probation period will be performance base.
  - In case, any of the party wishes to call off the contract then it can be done by giving a notice period of 60 days.

 [info@zpluscybertech.com](mailto:info@zpluscybertech.com) |  +91-9850083751 / 8329665280

Rajdhani Complex, Office No. A/409, 4<sup>th</sup> Floor, Near Shankar Maharaj Math  
Pune-Satara Road, Pune 411043





Kindly note that if you do not meet the above requirements, this offer will be revoked automatically.

We look forward to a positive confirmation from you and to your joining the Zplus Cyber Secure Technologies Pvt. Ltd team.

Yours truly,  
For, Zplus Cyber Secure Technologies Pvt. Ltd,

—

**Gorakh Bhosale**



Managing Director  
Enclosure: Salary Details

Reference: ZCST/AL/054

Ms. Prajakta Jagtap,, Designation: Software Developer, Department: Software Development

<b>Salary Structure 2020-21</b>				
<b>Earnings</b>	<b>Amount(Rs)</b>	<b>Per Annum(Rs)</b>	<b>Deductions</b>	<b>Amount(Rs)</b>
Monthly Components	<b>8,000</b>	96,000	Professional Tax	250
Basic Salary	5000		Empl ESI	
HRA	1000			
Conveyance Allowance	1000			
Educational Allowance	1000			
Other Allowance				
Incentive				
<b>Gross Pay</b>	8,000		<b>Total Deductions</b>	<b>250</b>
<b>Take Home</b>	7,750			
<b>Cost to Company</b>		96,000		



**Authorized Signatory**



1281, SadashivPeth, Bajirao Road, Pune-30.  
TelephoneNo.+912024444999/+912024444555,  
Customer Helpline : +91  
Mail Us :

9503444455,  
[info@reallaunchers.com](mailto:info@reallaunchers.com)

Web : [www.Reallaunchers.com](http://www.Reallaunchers.com)

Date : 01/08/2021

Aniket Dnyaneshwar Padwal

To

Pune

Congratulations! We are pleased to confirm you have been selected to work for Reallaunchers Web solutions. We are delighted to make you the offering **internship** at a salary of Rs.1800.00 per month.

This position reports to **the Project Head**. Your working hours will be from 10.00am to 06.30pm (normal workdays) and 10.00am to 01.30pm on Saturdays. The minimum expected length of term is 6 months 01<sup>st</sup> Aug 2021 – 31<sup>st</sup> Jan 2021.

We would like you to start work on (01<sup>st</sup> Aug 2021) at (10.00am). Please report to **Office**, for documentation and orientation. If this date is not acceptable, please contact me immediately.

We will be working from php MYSQL.

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

Payal Kule Karnawat  
Reallaunchers.com

Sincerely,

I accept the offer as outlined above.

Name :

Date :



31<sup>st</sup> May 2018

To,

Mr. Parth Gupta

Subject : Offer Letter

It is our pleasure to extend the following offer of employment to you at iauro Systems Pvt. Ltd., Pune further to the interview and discussions with you for the position of **Jr Software Engineer**. You are expected to join duty on 4 June 2018 at 10:00 AM at iauro office.

Further to this, there is a probation period of six Months. Your probation period can be cancelled and converted to confirmation based on your performance. Regular performance reviews will be done to assess your suitability.

Your Annual Package will be Rs. 2,40,000. If your performance is found to be satisfactory in the probation period you will be given confirmation. You shall receive your monthly salary payment on or before the 5<sup>th</sup> date of every month.

We endeavor to continuously boost our employee's moral through;

- Scope for self-development through research and learning
- Flexible work timings
- Compensatory benefits like Medical Insurance etc.
- Casual/Comfortable dress code
- A team environment
- Open culture

- Every month Fun Activities accompanied with free lunch/dinner/snack parties/picnics etc.

This offer stands cancelled in case of any deviations in information or if you fail to report to office on mentioned date and time. Also note that this offer is valid for two days. You are required to send the offer acceptance e-mail to hr@iauro.com mentioning the subject as OFFER LETTER ACCEPTANCE by 2<sup>nd</sup> June 2018.



At the time of joining you are required to submit photocopies of following documents;

1. PAN card (2 copies)
2. Passport
3. 3 passport size colored photographs
4. Address proof : Adhar Card/ Election Card (2 copies)
5. X, XII, Degree, Masters(if any) certificates
6. Last 3 months salary slips (if any)
7. Experience Certificate (if any)
8. Relieving Letter (if any)

We look forward to an enduring relationship with you.

**For iauro Systems Pvt. Ltd.**



#7, Silver Estate, D Building,  
S.No: 629/2/2, Bibwewadi Pune-411037 Maharashtra, India

**VSH SOLUTIONS PRIVATE LIMITED**

Date: 22<sup>nd</sup> May 2021

To,  
Navneet Sortur

Subject: Offer letter

Dear Navneet,

This has reference to the various discussions you had with us.

We are pleased to make a provisional offer of appointment as "Trainee Software Engineer". Your Internship program will commence from 1<sup>st</sup> June 2021 to November 2021. During this tenure you will be paid monthly Stipend of INR 07,000/- You will be on our payroll after completion of internship with permanent Software Engineer Position with annual CTC of INR 2, 40,000/- from December 2021-October-2022.

On reporting please bring two recent passport size photographs, photocopy of all educational certificates, proof of age certificate.

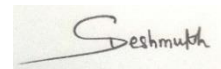
You are required to join the Company on or before 20/05/2021. Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

We look forward to a mutually rewarding relationship.

Yours faithfully

For VSH Solution Private Limited

Accepted & Agreed

A handwritten signature in black ink that reads "Seshmukh". The signature is written in a cursive style with a large initial 'S'.

Sayali Deshmukh- HR Manager

**Mr.** Navneet Sortur.







Í,42IÈPoorî

HRD/2T/12201841/18-19

Ms. Pooja Mahadeo Gomane  
Candidate ID: 12201841  
Mandhar Devi Arkade, Flat No-8  
Near Kinara Hotel, Katraj, Pune-46  
Pune - 411046  
Maharashtra  
India  
Ph: (91) 86053 89980

May 22, 2018

Dear Pooja,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our renewed journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

**RICHARD LOBO**  
**EVP - Head HR**

**INFOSYS LIMITED** CIN: L85110KA1981PLC013115

44, Infosys Avenue

Electronics City, Hosur Road Bangalore 560 100, India

T 91 80 2852 0261F 91 80 2852 0362

askus@infosys.com

[www.infosys.com](http://www.infosys.com)

Digitally signed by RICHARD LOBO Date: 2018.05.22 08:29:56 +05:30

Reason: Offer Letter Location: Bangalore

HRD/2T/12201841/18-19

Ms. Pooja Mahadeo Gomane  
Candidate ID: 12201841  
Mandhar Devi Arkade, Flat No-8  
Near Kinara Hotel, Katraj, Pune-46  
Pune - 411046  
Maharashtra  
India  
Ph: (91) 86053 89980

May 22, 2018

Dear Pooja,

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

Here are the terms and conditions of our offer:

### Joining date

Your scheduled date of employment with us will be **June 25, 2018**.

### Location

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

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

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

## Training Period

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

### **INFOSYS LIMITED**

CIN: L85110KA1981PLC013115

44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
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askus@infosys.com  
[www.infosys.com](http://www.infosys.com)

## Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure – III.

## Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

## Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

## Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

## Agreement

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

## Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

## Compensation and Benefits

### Salary

Your Total Gross Salary will be INR **18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I.

### Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at **20%** of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure – I of this letter. The mode of payment for Financial Year 2018-19 will be as follows:

**95%** of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

### Basket of Allowances (BOA)



The Basket of Allowances will be paid to you as part of your salary every month.

The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

### National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure – III for more details.

### Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

### Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice

### Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks. Please see the "Offer Annexure for India" for the documents that you are required to submit in this regard.

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

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, we may at our sole discretion, ask you for further information, to substantiate the details that you have earlier provided to us, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check, the cost of which will need to be borne by you.

### **Other terms and conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2017-2018. These eligibility criteria for the Role of an Operations Executive, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure II).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.

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

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.



We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
**EVP - Head HR**

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

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_ Sign  
your name

\_\_\_\_\_ Print  
your name Location

Enclosures:      Annexure - I (Compensation)



**ANNEXURE –I**  
**(Compensation)**

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	<b>Ms. Pooja Mahadeo Gomane</b>
ROLE	<b>Operations Executive</b>
ROLE DESIGNATION	<b>Operations Executive - Trainee</b>
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	5580
FIXED DEARNESS ALLOWANCE (FDA)	1100
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance)	9442
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1269
<b>MONTHLY GROSS SALARY</b>	<b>17,391</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	<b>67</b>

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of (Basic + FDA)	802
GRATUITY - 4.81% of (Basic + FDA)*	321
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

OTHER BENEFITS				
Scheme	Margin Money Interest in INR.	Eligible Monthly	Amount Instalments (To	be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			

<b>SALARY LOAN ( Subject to submission of Trainee Agreement)</b>	12,000	Nil	12	Nil
All the above benefits are as per Company’s policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				
Employee State Insurance (“ESI”) may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				

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**Verasys Technologies Pvt. Ltd.**

2nd Floor, Bhavna Building, V.S. Marg,  
Prabhadevi, Mumbai- 400025  
Tel: +91 22 43156000  
Email ID: info@verasys.in  
CINNo: U72900MH2016PTC285121



[www.vsign.in](http://www.vsign.in)

Appointment Letter

To,  
Pranav Chand

Date: 01-03-2021

Dear Pranav,

We are pleased to inform you that you have been selected for the position of 'Junior Java Developer' in our IT department.

We are delighted to make the following job offer to you.

Your working hours will be from 9.30 am to 6.30 pm Monday to Friday and 11 am to 3 pm on Saturdays.

Probation period will be for 6 months during which you will draw a Salary of Rs. 15,500/- per month. On completion of probation period, your performance will be reviewed and salary will be revised accordingly.

Leaves 15 casual days leave per year

Profession tax, ESIC deductions, PF will apply, if eligible.

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

Please sign a copy of this letter and return it to indicate your acceptance of this offer along with the following documents

- 1 Photographs – 5
- 2 ID Proof – Pan card / Driving Licence / Passport
- 3 Address Proof – Ration Card / Aadhaar Card / Passport Copy/ Driving license

Sincerely,

**Madhumita Harshe**

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

**Authorized Signatory**





## RIKAIAN Technology Pvt. Ltd.

CIN: U74999PN2019PTC181918

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19-Jan-21

To whomsoever it may concern

This is to confirm that Mr. Abhishek Thatte has been accepted as an intern at Rikaian Technology Pvt. Ltd. This internship is for his last year MSc.CS course during the academic year 2020-21.

For Rikaian Technology Pvt. Ltd.

A handwritten signature in black ink, appearing to read "A. Kulkarni", written over a horizontal line.

---

Office No. 3, Gokhale Sanchit, 846 Shivajinagar,  
BMCC Road, Deccan Gymkhana, Pune 411004  
Phone: +91 83789 67017  
Email: [info@rian.io](mailto:info@rian.io)



Mr. Rohan

HRD/2T/12983531/19-20

Mr. Rohan Manoj Chordiya  
Candidate ID: 12983531  
Gangadham Road/G3/301 Taluka  
Haveli  
Pune - 411037  
Maharashtra  
India  
Ph: (91) 88884 92491

May 07, 2019

Dear Rohan,

Welcome to Infosys!

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

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

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

Warm regards,

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

**INFOSYS LIMITED**CIN: L85110KA1981PLC013115

44, Infosys Avenue

Electronics City, Hosur Road Bangalore 560 100, India

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[www.infosys.com](http://www.infosys.com)

Digitally signed by RICHARD LOBO Date: 2019.05.07 18:38:14 +05:30

Reason: Offer Letter  
Location: Bangalore

HRD/2T/12983531/19-20

Mr. Rohan Manoj Chordiya  
Candidate ID: 12983531  
Gangadham Road/G3/301 Taluka  
Haveli  
Pune - 411037  
Maharashtra  
India  
Ph: (91) 88884 92491

May 07, 2019

Dear Rohan,

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

Here are the terms and conditions of our offer:

### Joining date

Your scheduled date of employment with us will be **June 03, 2019**.

### Location

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

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

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



## Training Period

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

### INFOSYS LIMITED

CIN: L85110KA1981PLC013115

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[askus@infosys.com](mailto:askus@infosys.com)

[www.infosys.com](http://www.infosys.com)

## Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure – III.

## Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

## Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

## Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

## Agreement

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

### **Passport & Driving License**

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

### **Compensation and Benefits**

#### **Salary**

Your Total Gross Salary will be INR **18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I.

#### **Ex - Gratia / Bonus**

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary) as mentioned in the Compensation Details sheet at Annexure – I of this letter. The mode of payment for Financial Year 2019-20 will be as follows:

**95%** of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

#### **Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

### Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice

### Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

### Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2018-2019. These eligibility criteria for the Role of an Operations Executive, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the NonCompete Agreement (Annexure II).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company. If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.

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

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

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

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

Date: \_\_\_\_\_, 20\_\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_ Location  
Print your name

Enclosures: Annexure - I (Compensation)

**ANNEXURE –I (Compensation)**

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	<b>Mr. Rohan Manoj Chordiya</b>
ROLE	<b>Operations Executive</b>
ROLE DESIGNATION	<b>Operations Executive - Trainee</b>
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
<b>MONTHLY GROSS SALARY</b>	<b>16,162</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	<b>136</b>

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>18,581</b>
<b>TOTAL GROSS SALARY</b>	<b>18,581</b>

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN ( Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

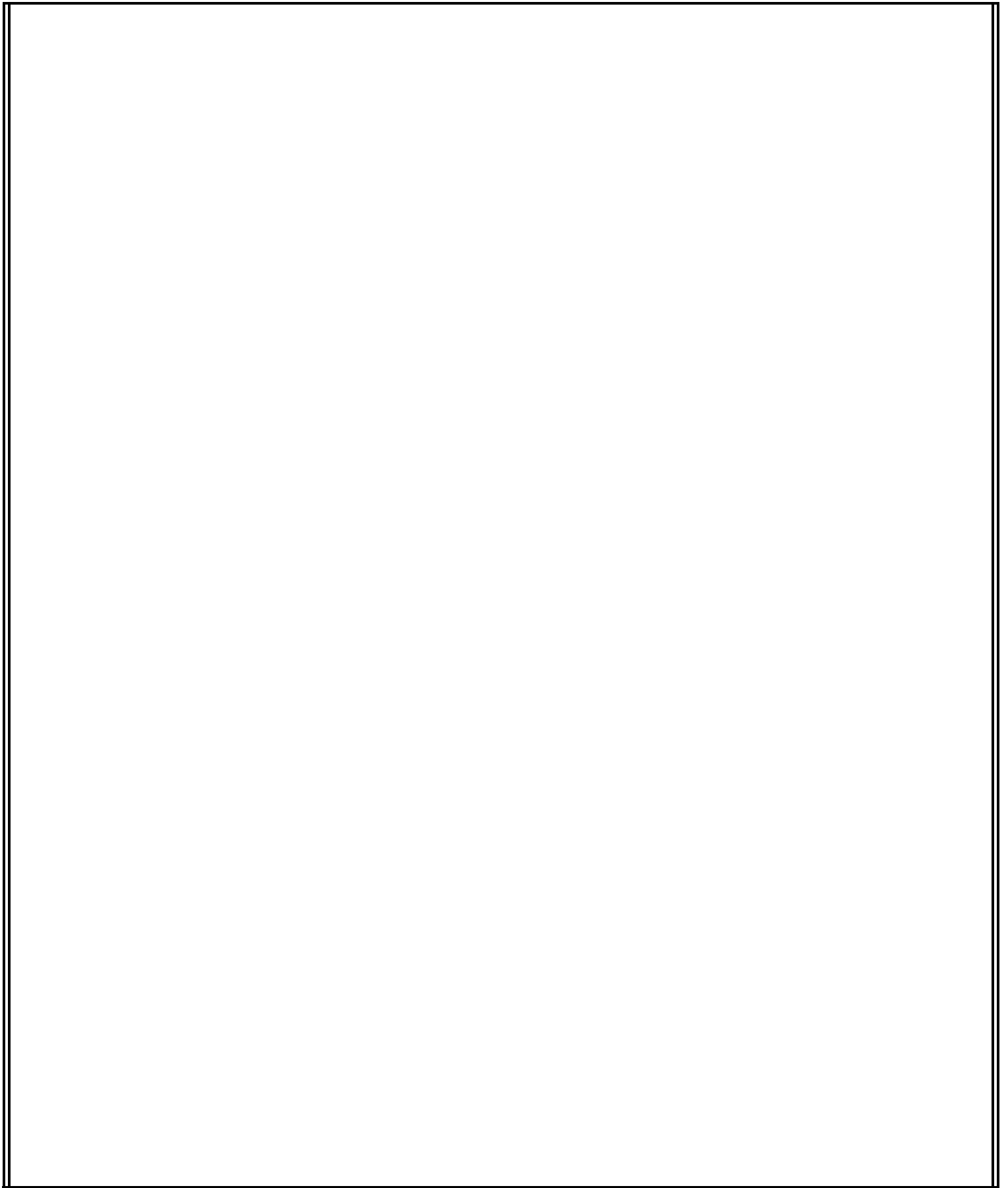
\* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is Applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.

Í,ÆC?ÈRohÊÎ







Chaitanya Park, Sector No.29,  
DY Patil College Road,  
Near Dharmaraj Chowk, Akurdi.  
Contact-9689189495

[www.ssptechnosys.com](http://www.ssptechnosys.com)



Date: 01/12 /2020

**Dear Rupali Laxman Chaudhary,**

This letter is with reference to your Internship application for the post of “ **Java Development Intern**” We are happy to inform you that you have been selected for the applied post and are offering an internship position which will be for a minimum period of **Six months**. After further review of your performance, you will be given a probation period.

**College Name-P.V.G.College Of Science.**

**University Name-Savitribai Phule Pune University, Pune.**



*[Handwritten signature]*

**AUTHORIZED PERSON SIGN**

**SSP TECHNOLOGY PUNE**

**EF: INT-SSP1801-2020**







Office Address: 04th floor, S. M. Tower, Above Jijamata bank, Karvenagar, Pune-411052.  
E-mail: info@webhub.co.in Website: www.webhub.co.in

---

**REF:** INT-webhub630-2021

**Date:** 01/02/2021

Dear **Rutuja Bankar**,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Java Developer -Intern** with WebHub Technology Pune. We take this opportunity to welcome you to WebHub Technology Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

**College Name:** Pvg's College Of Science

**University Name:** Savitribai Phule Pune University, Pune.

**Duration:** 06 Month

**Assign Project:** Municipal Corporation Online Complaint Handling Process


**YOURS SINCERELY,**

**FOR WEBHUB TECHNOLOGY PUNE HUMAN**

**RESOURCE MANAGER**

[www.webhub.co.in](http://www.webhub.co.in)





## INTERNSHIP OFFER LETTER

Date: 15-01-2021

### To Whomsoever It May Concern

Dear Saurabh,

**RN WebBrand Solutions Pvt.Ltd.** is pleased to offer you an internship opportunity as a programmer intern.  
Congratulations and welcome to the team!

You will be receiving an internship experience certificate at the end of successful completion of the internship. Your major duties will include development and support for the company's product line .

Internship Start Date:-16-01-2021

Internship End Date:-15-07-2021

Monthly Stipend:-7000/-

For **RN WebBrand Solutions Pvt.Ltd.**

Authorized signature & Seal

Mr. Nilesh G. Mahale (Director)

Mr. Ritesh D. Wankhade (Director)



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**Ms. Seema Ghadage**

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**Welcome to the TietoEVRY family!**

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**TietoEVERY, India Recruitment**

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**No signature is required as this is a system generated letter.**

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**A PROJECT REPORT ON**

# **Dashboard For Monitoring & tracking**

**BY**

**SHRADDHA TAKALE (ROLL NO : 447)**

**IN PARTIAL FULFILLMENT OF**

**M.Sc. (Computer Science) Part II**

**PVG COLLEGE OF COMPUTER SCIENCE, PUNE (2021-2022)**

## **Acknowledgement**

It has been a great opportunity to gain a lot of experience in real time projects followed by knowledge of actually implementing various ideas in projects and testing them. We want to thank all the people who helped and supported us in completing the project. We would like to extend a special gratitude to our Project guide, Mrs.Swati Joshi for their patience and guidance along the Semester. At last we would like to thank all the people who encouraged us to successfully complete the project.

## **Introduction**

This is the product where all company's business is running on which transforms a business into the digital world. One of the major modules of pulse is the dashboard. It effectively manages the organizational day to day activities. Whole organization's business can track and monitor through system and dashboard analysis. System is designed according to a defined data structure and provides access to data from authorized users.

## **Problem Definition**

- Inconsistency in data entry, Incorrect information.
- Large ongoing staff training cost.
- System is dependent on good individuals.
- Reduction in sharing information and customer services.
- Time consuming and costly to produce reports.
- Lack of security.
- Duplication of data entry.

## **Existing System**

In Current Situation Organization is using a manual management system. Because of that it is quite very difficult to achieve efficiency and reliability. The paper document is less secure compared to an electronic system. Misplaced documents can easily get into the wrong hands. The organization Secret or classified information is unsafe. Handling of each and every document and storing them is time consuming and leads to insufficient space. When you are working with paper documents, it is much harder to make changes and increase cost.

## **Proposed System**

To overcome all the above circumstances this System is developed, it deals with Various large amounts of data in file. It includes Well-Defined Project Life-Cycle Management, for that It keeps record of each process. These will help users to find desired files quickly. It results in improved product quality, reduced costs, quicker identification of potential sales opportunities, quality optimization and reduced wastage of resources. It will show reports in graphical format so new users also can understand data easily.

## **Scope of the system**

**Pre Quality:** Stores basic Lead information such as Email address, Contact and associated contact notes, Tracks key customer sales and opportunity-related information

**Post Quality:** Verification on Lead in file uploaded by pre QA marked each data Qualified based on validation.

**Delivery Team:** Verification on data uploaded by quality and marked it as Deliverable based on their various validations

**Sales OPS:** Nothing but End user will Deliver Qualified data to client.

**Dashboard:** It includes Stats for above departments.

## **Feasibility Study**

The feasibility of the project is analyzed in this phase and a business proposal is put forth with a very general plan for the project and some cost estimates. During system analysis the feasibility study of the proposed system is to be carried out. This is to ensure that the proposed system is not a burden to the company. For feasibility analysis, some understanding of the major requirements for the system is essential.

### **Technical Feasibility**

In technical feasibility the following issues are taken into consideration.

- Whether the required technology is available or not
- Whether the required resources are available
  - Manpower- programmers, testers & debuggers
  - Software and hardware

Once the technical feasibility is established, it is important to consider the monetary factors also. Since it might happen that developing a particular system may be technically possible but it may require huge investments and benefits may be less. For evaluating this, economic feasibility of the proposed system is carried out.

### **Economic Feasibility**

For any system if the expected benefits equal or exceed the expected costs, the system can be judged to be economically feasible. In economic feasibility, cost benefit analysis is done in which expected costs and benefits are evaluated. Economic analysis is used for evaluating the effectiveness of the proposed system.

## **Operational Feasibility**

Operational feasibility is mainly concerned with issues like whether the system will be used if it is developed and implemented. Whether there will be resistance from users that will affect the possible application benefits? The essential questions that help in testing the operational feasibility of a system are as follows.

Does management support the project? Are the users not happy with current business practices? Will it reduce the time (operation) considerably? If yes, then they will welcome the change and the new system

## **Technology Used**

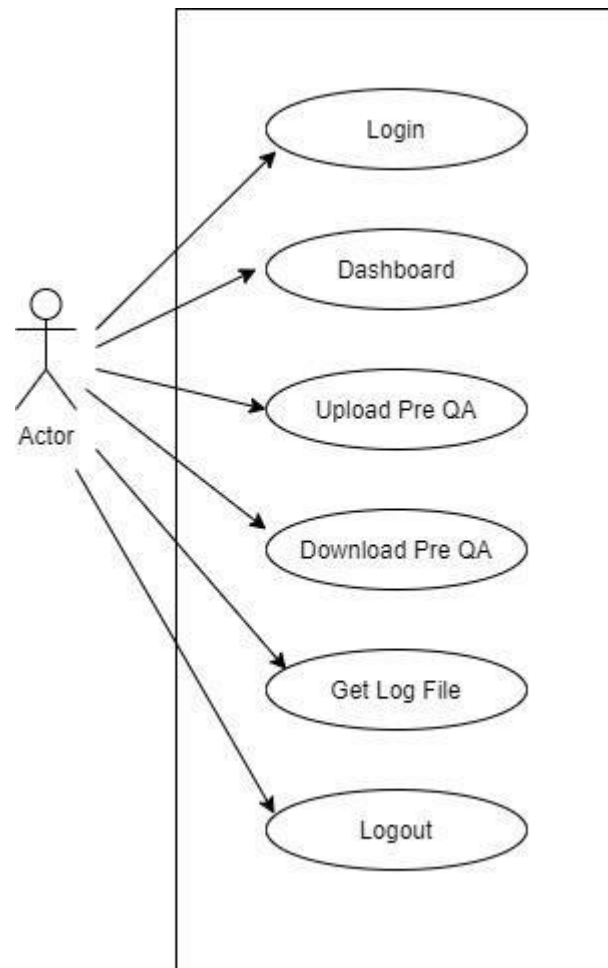
Front End : Angular version 8

Backend : NodeJS

Database : Mysql

## **Use Case Diagram**





## User Interface Design

- **Login**



Sign in to start your session

tl@operations



\*\*\*\*\*



[Forgot your password?](#)

 Sign in

Remember Me

Welcome to Pulse.

Dashboard

### Campaign Tracking

Select Campaign:  Client Code:  Campaign Status:  Client FD Date:

Launch Date:

Search Result

LaunchDate	Client Code	Campaign Name	Campaign ID	Total Allocation	Lead Received (from OPS)	Qualified Leads	Deliverable Leads	Delivered Leads (To client)	Pending with SO	Returns	In Da
LaunchDate	Client	Campaign Nam	Campaign ID	Total Alloc	Lead Recd	Qualified	Deliverable	Delivered	Pending	Returns	In

PULSE

Dashboard System Search Punam

### BCL/Scraping Upload

Upload Pre-QA

Note:

- Use this tab to upload Pre-QA data file with multiple campaigns for the Quality team to audit
- Only CSV file is accepted with maximum data must not exceed 50K.
- File must follow same sample header as provided and invalid count shown based on basic validation post file selection.

File Type \*

Upload File \*(Sample file)

File Upload log

File Type	Uploaded By	Date Filter
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File Upload log

File Type: Select file type | Uploaded By: Select User | Date Filter: Select Date Range | Search | Reset

File Name	File Type	Uploaded by	Uploaded Date & Time (GMT)	Valid Count	Invalid Count	Total Count	Actions
Unit testing cmp.csv	Excel Check	Punam Gaikwad	2021-07-31 22:07	9	0	9	
excel check by shraddha.csv	Excel Check	Punam Gaikwad	2021-07-31 21:01	5	0	5	
Unit testing cmp.csv	Excel Check	Punam Gaikwad	2021-07-31 18:01	9	0	9	
Unit testing cmp.csv	Excel Check	Punam Gaikwad	2021-07-31 17:48	9	0	9	
excel check sampleFile.csv	Excel Check	Priyankaaa Udyawal	2021-07-31 17:14	450	0	450	
PostQA-SampleFile.csv	Excel Check	Punam Gaikwad	2021-07-31 16:37	1	0	1	
Unit testing cmp.csv	Excel Check	Punam Gaikwad	2021-07-31 13:39	9	0	9	

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## References and Bibliography

[www.angular.io](http://www.angular.io)

[www.ngprime.com](http://www.ngprime.com)

[www.youtube.com](http://www.youtube.com)

Reference: ZCST/AL/053

Date: 3/ 11 /2020

**Ms. Shravani Wagh**

At post-Khanapur Tal-Haveli

Dist-Pune 25

**Subject:** Regarding Offer of Appointment with Zplus Cyber Secure Technologies Pvt. Ltd as  
**Software Developer, Department: Software Development**



Dear **Shravani Wagh**,

With reference to your discussion with the company, we are pleased to make an offer of employment for the position of **Software Developer**, Department: **Software Development** at our organization. After probation period your CTC of **96,000 Rs. /-** (*ninety-six thousand only*).

A letter of appointment will be given to you on joining.

This offer of appointment is firm subject to all the following:

- a) Verification from previous employments, Please note that if any of the information given by you is found to be incorrect, this offer will be revoked.
- b) Submission of copy of the letter of resignation from your current employer duly acknowledged within a week of the date of this letter
- c) Communication to us in writing, within 1 week of the date of this letter, the confirmed date of your joining our company.
- d) Accept the letter with below term and condition.
  - Your probation period will be for **two months** starting from the date of you're joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
  - Your pay during the probation period will be performance base.
  - In case, any of the party wishes to call off the contract then it can be done by giving a notice period of 60 days.

Kindly note that if you do not meet the above requirements, this offer will be revoked automatically.



We look forward to a positive confirmation from you and to your joining the Zplus Cyber Secure Technologies Pvt. Ltd team.

Yours truly,  
For, Zplus Cyber Secure Technologies Pvt. Ltd,

—

**Gorakh Bhosale**

Managing Director  
Enclosure: Salary Details

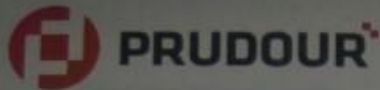


Reference: ZCST/AL/053

Ms. Shravani Wagh, Designation: Software Developer, Department: Software Development

<b>Salary Structure 2020-21</b>				
<b>Earnings</b>	<b>Amount(Rs)</b>	<b>Per Annum(Rs)</b>	<b>Deductions</b>	<b>Amount(Rs)</b>
Monthly Components	<b>8,000</b>	96,000	Professional Tax	250
Basic Salary	5000		Empl ESI	
HRA	1000			
Conveyance Allowance	1000			
Educational Allowance	1000			
Other Allowance				
Incentive				
<b>Gross Pay</b>	8,000		<b>Total Deductions</b>	<b>250</b>
<b>Take Home</b>	7,750			
<b>Cost to Company</b>		96,000		

Authorized Signatory



info@prudour.com



www.prudour.com



## OFFER LETTER

Date: 24<sup>th</sup> March 2021

Dear Shweta Odel,

Congratulations! We are pleased to offer you the position of 'SEO Analyst' with us here at Prudour Private Limited, Narhe, Pune. We hope you will enjoy your role and make a significant contribution to the success of the business.

Salary structure is attached herewith. Your cost to company (CTC) will be ₹.2,02,464/- Annually.

### Commencement Date

Your employment will commence on 26<sup>th</sup> March 2021.

### Location

You will be based at Prudour Private Limited, Ambegaon, Pune, but may be required to work at such other locations within Pune as reasonably determined by the needs of the business.

### Office Working Days and Timings

Prudour Private Limited has five working days i.e. Monday to Friday. General hours of business are between 09.00 a.m. to 06.00 p.m. or 11.00 a.m. to 8.00 p.m. or 02.00 p.m. to 11.00 p.m. You need to complete 9 hrs duty. From time to time you will be required to work reasonable additional hours or after or before regular working hours when necessary to perform your duties.

### Privacy

During your employment, you may become aware of information relating to the business of Prudour Private Limited, including but not limited to client lists, trade secrets, and client details and pricing structures.

You shall not, either during or after your employment, without the prior consent of the Prudour Private Limited, directly or indirectly divulge to any person or use the confidential information for your own or another's benefit. You are required to observe and uphold all of the company's privacy policies and procedures as implemented or varied from time to time.

Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

### Probation Period

Your Probation period will be for 03 to 06 months from the date of joining. You will be confirmed after completion of probation period on basis of your performance.

---

Survey No. 3/1, 4/1/3 Rajwade Commercial Complex, Office No. 8, Phase 2,  
Behind State Bank of India, Pune-Bengaluru Highway, Ambegaon Budruk,  
Pune, Maharashtra 411046.

*Shweta Odel*





Date: July 13, 2019

Ms. Vaishnavi Vijay Shitole

Employee ID - \_\_\_\_\_

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear Vaishnavi Vijay,

Following our discussion, we are pleased to extend an offer of full-time employment position with Amdocs Development Centre India LLP (hereinafter referred to as "Amdocs"), beginning on August 05, 2019 (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

1. **Commencement Date:** The formal commencement date of employment is the date you are added to the payroll of Amdocs. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
2. **Role:** Your role will be whole time **Technical & Business Operations Analyst** however; Amdocs has a right to vary your role, position and/or department from time to time, according to the needs of Amdocs.
3. **Remuneration:** The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. Amdocs shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
4. **Probation:** The first **one (1) year** of your employment is considered as probationary period. During the probation period either party may terminate the employment by giving **thirty (30) days** prior notice and without the need to provide a reason. At the end of your probation period Amdocs reserves the right to extend your probation period for a further period or terminate your employment by giving **thirty (30) days'** notice to you. In the aforesaid two cases, Amdocs shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from Amdocs at the end of the probation period, your employment with Amdocs shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
5. **Place of Work:** The location of your employment will be the offices of Amdocs, **Pune, India**; however, Amdocs may require you to travel within India or overseas or may change the location of your employment, in accordance with Amdocs business needs.

6. **Amdocs Policies:** You agree to abide by all Amdocs's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining Amdocs or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
7. **Duties and Responsibilities:** You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with Amdocs's policies in that behalf and it is agreed that you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work.
8. **No Alternate Employment:** Since it is a full-time employment arrangement with Amdocs, while in the employment of Amdocs, you are in no way allowed to be employed in any other organization on a permanent, temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of Amdocs. You shall comply with all directions given by Amdocs and faithfully observe all the rules, regulations, and arrangements applicable in this respect.
9. **Undertaking:** You shall not disclose any confidential information of Amdocs. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with Amdocs, shall vest with Amdocs absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by Amdocs. As a condition of your employment with Amdocs, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights and Non-Competition Undertaking, which shall constitute a part of your employment with Amdocs.
10. **Background Checks:** Your employment with Amdocs is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Amdocs reserves the right to perform background and reference checks at any time during your employment when Amdocs deems it necessary.
11. **Medical Checks:** Amdocs shall reserve the right to get you medically examined, vaccinated or inoculated by any registered medical practitioner at any time when Amdocs deems it necessary. Your employment with Amdocs shall be liable to be terminated on being found physically or mentally unfit by a medical practitioner, appointed by Amdocs. Further, in case of continuous absence due to ill health beyond three (3) months, Amdocs reserves the right to terminate your employment.
12. **Amdocs Right to Monitor:** Amdocs reserves the right to monitor, intercept, review and access your computer / laptop, cell phone, telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by Amdocs during your employment with us. It is important that you are aware that any and all communication(s) and activity(ies) on Amdocs equipment or premises cannot be presumed private.
13. **Accuracy of Information:** Your employment with Amdocs is based on the information and documents provided by you to Amdocs in the application form / personal data form and otherwise. Such offer shall, at the option of Amdocs, will be considered null and void and automatically withdrawn; if Amdocs believes at any time that there is an error or willful

suppression of the information or documents provided by you. Should you have already joined Amdocs, Amdocs reserves the right to terminate your employment with immediate effect, without any notice or salary in lieu thereof.

14. **Restrictions on Harassment and Discrimination:** You hereby acknowledge that it is unlawful and against Amdocs's policy to sexually harass any person or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation.. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.
15. **Non-Disparagement:** During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Amdocs, or the employees, officers or directors of Amdocs that are reasonably likely to cause damage to any such entity or person.
16. **Supporting Documents:** You are requested to submit the following to HR Department along with the acceptance of Terms and Conditions of employment with Amdocs:
  - a) Four passport size photographs.
  - b) Copy of your Passport.
  - c) Copy of your PAN Card.
  - d) Copies of your education qualifications certificates.
  - e) Copies of the previous employer's relieving Letters (if applicable). The experience Letter/ relieving Letter from the immediate previous employer can be submitted on the Commencement Date.

Please carry the originals of the above documents for verification and filing on the commencement date of your employment.

17. **Termination of Employment:**
  - a) Your employment with Amdocs can be terminated by yourself or by Amdocs by giving in writing a minimum of **sixty (60)** days' notice.
  - b) Amdocs however reserves the right to terminate your employment with immediate effect and payment of wages to you in lieu of the balance notice period and it is acknowledged and agreed in advance that this amount will be adequate compensation to you for the early termination of your employment.
  - c) In case you have resigned or given a notice to terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, Amdocs may, at its sole discretion, without being obligated to do so,
    - (i) Require you to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or
    - (ii) Upon your request allow you to leave service during the notice period only upon you making payment to Amdocs, the amount equivalent to your salary for the balance unexpired portion of the notice period.
  - d) In case Amdocs is paying for the domestic relocation of you and your accompanying family members to the place of your employment, in the event you resign or terminate your employment within Amdocs before one (1) year period, you agree to reimburse to Amdocs for the for the full amount of the cost of relocation as per the Domestic Relocation Policy. Further, in such event, Amdocs may set off any amounts due to you at the termination of your employment to reimburse Amdocs for the cost of the relocation as per the Domestic Relocation Policy.

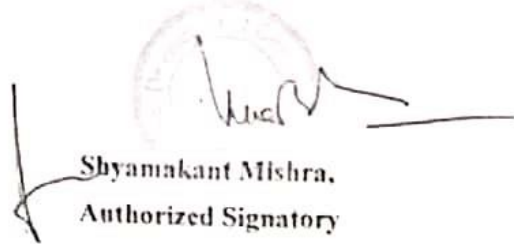
18. **Misconduct:** Amdocs reserves the right to dismiss or terminate your employment with immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part, including but not limited to the following:
- a) You have seriously or persistently breached any of the terms or conditions of your employment with Amdocs.
  - b) You are, in the opinion of Amdocs, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of Amdocs or otherwise acted in any manner upon which summary dismissal may be justified.
  - c) You are convicted of a criminal offence.
  - d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to Amdocs's property.
  - e) Conducting yourself in a manner which is regarded by Amdocs as prejudicial to its own interests or to the interests of its clients.
  - f) You are guilty of an act constituting misconduct as per Amdocs's policies or standing orders, if any.
19. **Retirement:** You will automatically retire from Amdocs on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of Amdocs.
20. **Corporate Action:** If your employment is terminated by reason of the liquidation of Amdocs for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of Amdocs or any other corporate action (including a transfer of establishment / unit / undertaking) and you have been offered employment with Amdocs succeeding to Amdocs upon such event on terms no less favorable to you than the terms and conditions in effect under this Letter, then you shall have no legal or contractual claim against Amdocs by reason of the termination of the employment.
21. **Garden Leave:** Amdocs may, in its absolute discretion, require you at any time during the notice period not to attend the place of work and/or not to perform any duties for Amdocs or to perform any such duties, projects or tasks as are expressly assigned to you by Amdocs. You shall continue to be employed by Amdocs during such period and therefore shall be eligible to receive your full pay and benefits during any such period. During any such period, the you shall (a) notify Amdocs of any change of address or contact details, (b) if requested by Amdocs, refrain from contacting employees, clients and professional contacts of Amdocs, (c) cease to be an authorized signatory of Amdocs or hold a power of attorney for Amdocs, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to Amdocs. The garden leave may, at the discretion of Amdocs, be offset against any annual leave / privilege leave.
22. **Restriction on Amdocs Liability:** You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Amdocs shall not exceed your fifteen (15) days salary and statutory benefits for every year of service, in case Amdocs does not re-instate you in employment.
23. **Separation and Release Agreement:** Upon termination of your employment with Amdocs for any reason, Amdocs may require you to, and you agree and undertake to sign, a Separation and Release Agreement with Amdocs at no additional consideration or payment.
24. **Indebtedness:** If you owe Amdocs any amounts through advance payments of salary, loans or any other obligations, at the time of notice of termination being given either by you or Amdocs, all sums shall be due immediately and subject to set off. Your signature of this Letter is authorization for such a set-off from wages.

25. **Entire Agreement:** The terms and conditions of this Letter along with the Confidentiality, Protection of IP rights and Non-Competition Undertaking are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between Amdocs and you including, but not limited to, any representations made during your interview(s), whether written or oral. This Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Letter.
26. **Amendments:** No change, modification, or termination of any of the terms, provisions, or conditions of this Letter shall be effective unless made in writing and signed or initialed by all signatories to this Letter.
27. **Waiver:** No waiver by Amdocs of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by Amdocs of any right under this Letter shall be construed as a waiver of any other right. Amdocs shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
28. **Data Privacy:** You understand that Amdocs or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for Amdocs and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of Amdocs or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a Amdocs has offices for storage and processing.
29. **Severability:** If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
30. **Governing Law and Jurisdiction:** This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and Amdocs hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

As a token of your acceptance of our offer of the terms and conditions in this Letter, please sign a duplicate of this Letter, in the space provided below and return the same to the HR Department within 15 Days from the date of receiving this Letter. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

We look forward to you joining us at Amdocs. In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to get in touch with Sanjay D'Costa/Anirban Mukherjee.

Sincerely,



Shyamakant Mishra,  
Authorized Signatory

Amdocs Development Centre India LLP

Date: July 13, 2019

By signing this Letter, I, the undersigned, **Vaishnavi Vijay Shitole**, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

- a) I have been provided with a copy of this Letter for review prior to signing it;
- b) I reviewed the Letter and that I understand the terms, purposes and effects of this Letter;
- c) I signed the Letter only after having had the opportunity to seek clarifications;
- d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself;
- e) I executed this Letter of my own free will and without relying upon any statements made by Amdocs or any of its representatives, agents or employees;
- f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of Amdocs;
- g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein;
- h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which I am a party or any judgment, order or decree to which I am subject;
- i) I am not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other person or entity;
- j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and
- k) I am legally permitted to reside and be employed in India.

Thanks,

Signature: Shitole

Name : Vaishnavi V. Shitole

Date: 22/6/2019

## Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdocs basis): INR 295,000.00 per annum (Indian Rupee Two Lakh Ninety Five Thousand Rupees Only)

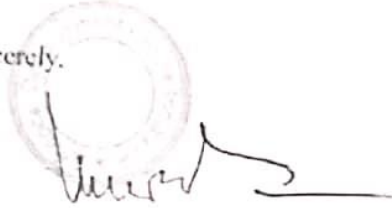
#	Break-Up	INR per annum
1.	Basic Salary	180000.00
2.	House Rent Allowance	93400.00
3.	Provident Fund (Employer Contribution)	21600.00
	<b>Cost to Amdocs</b>	<b>295,000.00</b>

### Notes:

1. You will be entitled for leaves (e.g. annual leave and sick leave) as per the applicable Amdocs policy.
2. You will be covered under employee insurance schemes, if any as per the applicable Amdocs policy.
3. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of Amdocs and all other matters as governed by the applicable Amdocs policy.
4. You will be entitled to receiving gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with Amdocs, subject to completion of continuous service of five years with Amdocs. Further, and subject to the applicable Amdocs policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
5. To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
6. The allowances/benefits are subject to the condition that these will be provided at no additional cost to Amdocs. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
7. Any amount under reimbursements and not claimed as above till 1<sup>st</sup> February each year will be paid as lump sum, subject to tax, on or before March 31<sup>st</sup> of that year or on termination of employment, if earlier.
8. No previous employment with an entity which is part of Amdocs group shall count for continuity of service in relation to accumulation of social rights.

9. You may be eligible to an annual salary review starting **July 2020** any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: July 13, 2019

I, the undersigned, Vaishnavi Vijay Shitole, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto.

Thanks,

Signature: Shitole

Name : Vaishnavi .V. Shitole

Date: 22/06/2019



Date :23/11/2018

To  
Viren Vinod Pimparkar  
(Code: CAN50938)

**Provisional Offer Letter for Fixed Term Contract**

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Test Engineer**. Your services are being deputed to **Accenture Solutions Private Limited** on the following terms and conditions:

- Your employment will be valid from **26/11/2018 To 25/11/2019** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your CTC Salary will be INR 180,000.00 per annum (as per Annexure 1) and will be paid out basis your actual joining date.
- We reserve right to terminate your services with immediate effect in case information furnished by you is not found to be true or background verification report is negative.
- Your employment is subject to completing our onboarding process, which requires you to :
  - a. Complete on the Randstad portal:
    - Employee profile form
    - Statutory Nomination forms like ESIC, PF, Medclaim etc.
  - b. Upload proofs of your documents:
    - Government mandated ID proof: AADHAR Card and PAN
    - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
    - Copy of both Educational certificates & Previous employment documents. Bank
    - Details for Salary processing: Copy of cancelled cheque.

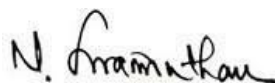
Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer. You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries. Wishing you the very best!

Yours truly,

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**N Swaminathan Iyer**  
**Vice President - SSC**

**Registered Office :**  
Randstad India Private Ltd  
Randstad House,  
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,  
Nungambakkam, Chennai 600 006.

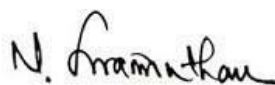
P +91 (0) 44 66227000 F +91 (0) 44 66227474  
www.randstad.in

**Annexure I: Salary Breakup**

Component	Monthly	Yearly
Basic	10,000.00	120,000.00
House Rent Allowance	1,916.00	22,992.00
Statutory Bonus	833.00	9,996.00
<b>Gross Salary</b>	<b>12,749.00</b>	<b>152,988.00</b>
Employer's Contribution to ESI	606.00	7,272.00
Employer's Contribution to EPF	1,200.00	14,400.00
Insurance	445.00	5,340.00
<b>CTC (Cost to the company)</b>	<b>15,000.00</b>	<b>180,000.00</b>
Employee's Contribution to EPF	1,200.00	14,400.00
Employee's Contribution to ESI	224.00	2,688.00
<b>Net take home = (Gross salary- Total deduction)</b>	<b>11,325.00</b>	<b>135,900.00</b>

\* Income tax, Professional tax and LWF as applicable will be deducted. \*  
Your salary is strictly confidential.

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**N Swaminathan Iyer**  
**Vice President - SSC**

**Registered Office :**

Randstad India Private Ltd

Randstad House,

Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,

Nungambakkam, Chennai 600 006. P +91 (0) 44

66227000 F +91 (0) 44 66227474 [www.randstad.in](http://www.randstad.in)



**Pune Vidyarthi Griha's  
College of Science, Pune -09**

PVGCOS

NAAC Cycle 2

1.3.2

2020-21



# P.V.G's COLLEGE OF SCIENCE, PUNE.

Department of Computer Science

## PROJECT CERTIFICATE

This is to certify that Abhishek Sinnarkar has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***“Co-Tracker Covid-19 Hospital Management system”***

*RAJASHI*

Project Guide & Internal Examiner





**P.V.G's COLLEGE OF  
SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Ankita Javalekar has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***“Online Hospital Appointment System”***

*RAJeshi*



Project Guide & Internal Examiner



**P.V.G's COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Atharva Ijantkar has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

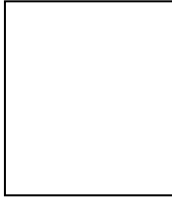
The title of the project is

***“Co-Tracker Covid-19 Hospital Management system”***

*RAJeshu*



Project Guide & Internal Examiner



**P.V.G's COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Atul Salunkhe has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

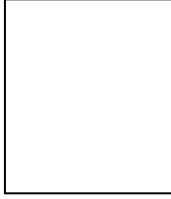
***“Sai Carving Shop Management System”***

*RAJeshi*



Project Guide & Internal Examiner





**P.V.G's COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

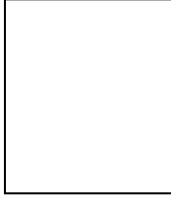
### **PROJECT CERTIFICATE**

This is to certify that Atul Salunkhe has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***“Sai Carving Shop Management System”***

RAJASHI



Project Guide & Internal Examiner



**P.V.G's COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

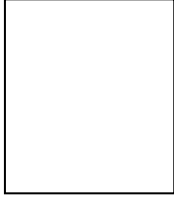
## **PROJECT CERTIFICATE**

This is to certify that Himanshu Agarwal has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

**“CRMConnect”**

RAJASU



Project Guide & Internal Examiner



**P.V.G's  
PUNE.**

**COLLEGE OF SCIENCE,**

Department of Computer Science

## **PROJECT CERTIFICATE**

This is to certify that Isha Wakadkar has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***“Online Dry-cleaning system”***

*RAJASHI*



Project Guide & Internal Examiner

**P.V.G's COLLEGE OF SCIENCE, PUNE.**

Department of Computer



Science

## PROJECT CERTIFICATE

This is to certify that Manthan Surve has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

**“LearnABCD”**

*RAJASHI*



Project Guide & Internal Examiner

**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer



Science

## PROJECT CERTIFICATE

This is to certify that Mayuri Bondre has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***“License & Registration Manager”***

*RAJASHI*



Project Guide & Internal Examiner

**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**



Department of Computer Science

## PROJECT CERTIFICATE

This is to certify that Minakshi Patil has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***“Online Hospital Appointment System”***

*RAJASHI*



Project Guide & Internal Examiner

**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science



## PROJECT CERTIFICATE

This is to certify that Nikita Karande has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***“Online Hospital Appointment System”***

*RAJASHI*



Project Guide & Internal Examiner

**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science



PROJECT



CERTIFICATE

This is to certify that Pratima Ladkat has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***“FMS (Facility Management System)”***

*RAJASHI*



Project Guide & Internal Examiner

**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**



This is to certify that  
satisfactorily completed

Rohan Malvadkar has  
the project prescribed by

Savitribai Phule Pune University during T.Y.Sc.(Computer  
Science), Semester-II, as a partial fulfillment of paper CS-204:  
Project, in the academic year 2020-2021.

The title of the project is

***“Co-Tracker Covid-19 Hospital Management system”***

*RAJASHI*



Project Guide & Internal Examiner

**P.V.G's COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**



This is to certify that Samruddhi Dhadphale has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***“License & Registration Manager”***

*RAJASHI*



Project Guide & Internal Examiner

**P.V.G's COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Shubham Pawar has satisfactorily completed the project prescribed by Savitribai Phule Pune

University during  
Science), Semester-II, as



a partial fulfillment of  
paper CS-204: Project, in the academic year 2020-2021.

T.Y.Sc.(Computer

The title of the project is

***“Sai Carving Shop Management System”***

*RAJASHI*



Project Guide & Internal Examiner

**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

## **PROJECT CERTIFICATE**

This is to certify that Manthan Surve has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a

partial fulfillment of  
the academic year 2020-



paper CS-204: Project, in  
2021.

The title of the project is

***“Online selling of Agriculture Product”***

*RAJASHI*



Project Guide & Internal Examiner

**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Vedika Harpale has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a

partial fulfillment of  
the academic year 2020-



paper CS-204: Project, in  
2021.

The title of the project is

***“FMS (Facility Management System)”***

*RAJeshi*



Project Guide & Internal Examiner

**P.V.G's COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Vikram Shrikhande has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is



***“License & Registration Manager”***

*RAJeshu*



Project Guide & Internal Examiner

**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Vishal Udugade has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

# **“Sai Carving Shop System”**



# **Management**

*RAJASHI*



Project Guide & Internal Examiner





Pune Vidyarthi Griha's  
**College of Science, Pune -09**

PVGCOS

NAAC Cycle 2

1.3.2

2020-21



Pune Vidyarthi Griha's

College of Science, Pune -09

PVGCOS

NAAC Cycle 2

1.3.2



**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Hake Venkatesh Sandeep has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Courier Mangement System in PHP"***

  
Project Guide & Internal Examiner





Pune Vidyarthi Griha's

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Sayyed Mateen Shiraj has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

**"ONLINE BIDDING SYSTEM in PHP"**



Project Guide & Internal Examiner



Pune Vidyarthi Griha's

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**


Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Mane Aniket Sunil has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Online Airline Reservation System in PHP"***

  
Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE**

Department of Computer Science

### PROJECT CERTIFICATE

This is to certify that Dugad Siddhi Sunatil has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021]

The title of the project is

**"Saloon Management System in PHP"**



Project Guide & Internal Examiner



**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Gomane Rohit Mahadev has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

**"ONLINE BIDDING SYSTEM in PHP"**

Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Siddharth Vilas Gaikwad has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***“clean city management system in PHP”***

Project Guide & Internal Examiner





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### **PROJECT CERTIFICATE**

This is to certify that KADAM SHIVAM VILAS has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Clean City Management System in PHP"***

Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

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### **PROJECT CERTIFICATE**

This is to certify that Yallattikar has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Online Railway Reservation System in PHP"***

Project Guide & Internal Examiner



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Bothate Savani Santosh has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Attendance Management System in PHP"***

Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Madchetty Vaishnavi Kishor has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Online Library Management System in PHP"***

Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Kulkarni Tanmay Nitin has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Online Airline Reservation System in PHP"***

  
Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Dawkhar Chaitanya Dasharath has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Employee Leave Management System in PHP"***

  
Project Guide & Internal Examiner





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Department of Computer Science

### PROJECT CERTIFICATE

This is to certify that Karande Makarand Sudhir has satisfactorily completed the project prescribed by Savitribai Phule Pune University during TY Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"HTML Designer in JAVA"***



Project Guide & Internal Examiner



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### PROJECT CERTIFICATE

This is to certify that Pasalkar Gayatri Ganesh has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Online Library Management System in PHP"***

  
Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

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**PROJECT CERTIFICATE**

This is to certify that Vaibhavi Vilas Gawade has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Tours and Travels management system in PHP"***

  
Project Guide & Internal Examiner







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**PROJECT CERTIFICATE**

This is to certify that **Shirole Siddhi Shrikant** has satisfactorily completed the project prescribed by **Savitribai Phule Pune University** during **T.Y.Sc. (Computer Science)**, Semester-II, as a partial fulfillment of paper **CS-204: Project**, in the academic year **2020-2021** |

The title of the project is

***"Event Management System in PHP"***



Project Guide & Internal Examiner



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Muley Shivani Shivaraj has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Event Management System in PHP"***



Project Guide & Internal Examiner



**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Dawkhar Chaitanya Dashrath has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Employee leave Management System in PHP"***

Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

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**PROJECT CERTIFICATE**

This is to certify that Suryawanshi mahadeo priyanka has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Orphanage management system in PHP"***

Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### PROJECT CERTIFICATE

This is to certify that Aishwarya Pradkant Vetal has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021]

The title of the project is

**"HOSPITAL MANAGEMENT SYSTEM (in PHP)"**

Project Guide: A. Anurag Deshpande



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Pal Preeti Achchhelal has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Hospital Management System in PHP"***

Project Guide & Internal Examiner





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Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Dhairya Shah has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Car showroom Database management System  
in PHP"***



Project Guide & Internal Examiner



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Kachare Rajesh Rambhau has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021!

The title of the project is

***"cryptography in PHP"***

Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Chandage aditya rajesh has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Salon management system in PHP"***

Project Guide & Internal Examiner





**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Chandage aditya rajesh has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Salon management system in PHP"***

Project Guide & Internal Examiner





Pune Vidyarthi Griha's

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Rasal Shrushti Vishnu has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Coaching class management system in PHP"***

Project Guide & Internal Examiner





Pune Vidyarthi Griha's

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that kale harshada bhalchandra has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021!

The title of the project is

***"Gym Management System in PHP"***

Project Guide & Internal Examiner





Pune Vidyarthi Griha's

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Ghodke bhausaheb Pratik has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Courier management system in PHP"***



Project Guide & Internal Examiner



Pune Vidyarthi Griha's

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Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Kavale Atharva Anil has satisfactorily completed the project prescribed by ~~Savitribai Phule Pune University~~ during ~~T.Y.Sc. (Computer Science)~~, Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Online Examination System in PHP"***



Project Guide & Internal Examiner



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Naik Archit Anil has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

**"Gym Management System in PHP"**



Project Guide & Internal Examiner



Pune Vidyarthi Griha's

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Adkar Shreya Shripad has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Quiz Management System in JAVA"***

  
Project Guide & Internal Examiner





Pune Vidyarthi Griha's

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Shinde kirti nilu has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Orphanage management system in PHP"***

Project Guide & Internal Examiner





Pune Vidyarthi Griha's

College of Science, Pune - 09

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
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### **PROJECT CERTIFICATE**

This is to certify that Malve Abhishek Ravindra has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Quiz Management System in JAVA"***

  
Project Guide & Internal Examiner





Pune Vidyarthi Griha's

College of Science, Pune -09

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### PROJECT CERTIFICATE

This is to certify that Agawane Avisha Vinayak has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Car showroom management in PHP"***

Project Guide & Internal Examiner





**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Oza Neha Bhavarlal has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Stationary Management System in PHP"***



Project Guide & Internal Examiner



Pune Vidyarthi Griha's

College of Science, Pune -09

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

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**PROJECT CERTIFICATE**

This is to certify that Sonawane Shruti Nitin has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Online Charity Management System in PHP"***



Project Guide & Internal Examiner



**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Devkar Nisha Sanjay has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"college management system in PHP"***

  
Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Mehendale Abhishek Sanjay has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Online dry cleaning service in PHP"***

Project Guide & Internal Examiner



**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Raut Siddhi Avinash has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Online Banking System in JAVA"***

Project Guide & Internal Examiner







Pune Vidyarthi Griha's

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Khasnis Mahendra Bhushan has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

**"ONLINE PROGRAMME (EVENT) REGISTRATION  
AND MANAGEMENT in PHP"**



Project Guide & Internal Examiner



Pune Vidyarthi Griha's

College of Science, Pune -09

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Korde Mahesh Shamita has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Cafe management system in JAVA"***



Project Guide & Internal Examiner



Pune Vidyarthi Griha's

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### PROJECT CERTIFICATE

This is to certify that Pawar Vaishnavi Mahendra has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

**"Online Banking System in JAVA"**



Project Guide & Internal Examiner



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Rajpure Kaveri Narendra has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Online Charity Management System in PHP"***



Project Guide & Internal Examiner



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Tandulwadkar Anurag Sanjay has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Lodge Management System in JAVA"***

Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

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**PROJECT CERTIFICATE**

This is to certify that Gujar Prachi Sachin has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"online furniture management system in PHP"***

  
Project Guide & Internal Examiner





Pune Vidyarthi Griha's

College of Science, Pune -09

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that PATANGE PRANAV PRAFULLA has satisfactorily completed the project prescribed by ~~Savitribai Phule~~ Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021]

The title of the project is

**"ONLINE PROGRAMME (EVENT) REGISTRATION AND MANAGEMENT SYSTEM in PHP"**



Project Guide & Internal Examiner



Pune Vidyarthi Griha's

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College of Science, Pune -09



**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### PROJECT CERTIFICATE

This is to certify that Ramdasi Nandini Anand has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Online Vegetables management system in PHP"***

  
Project Guide & Internal Examiner







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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Mahamulkar Shivranjani Anand has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Online Examination System in PHP"***

  
Project Guide & Internal Examiner





Pune Vidyarthi Griha's

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PVGCOS

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Patil Sumedh Sunil has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Online Hotel Management System in PHP"***

  
Project Guide & Internal Examiner





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PVGCOS

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Sondkar Siddhesh Deepak has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Online Hotel Management System in PHP"***

Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Rananaware Yogesh has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Lodge Management System in JAVA"***



Project Guide & Internal Examiner



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Dhere Tanaji Prajkata has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021!

The title of the project is

***"Online cake order and Management system in  
PHP"***



Project Guide & Internal Examiner



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Nerkar Shubham Ramesh has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Online Art Gallery Management System in PHP"***

Project Guide & Internal Examiner



**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Nijampurkar Siddhant Mahesh has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Blood bank management system in PHP"***

Project Guide & Internal Examiner



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Dabade Darshan Rajendra has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Online Vegetable Shopping System in PHP"***

  
Project Guide & Internal Examiner







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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Kharote Aishwarya Rajesh has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Online Furniture Management System in PHP"***

Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Chaudhari Mithilesh Sunildatta has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021!

The title of the project is

***"Online Music System in PHP"***

  
Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that NAHAR SIDDHANT GIRISH has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

**"ONLINE SHOPPING MANAGEMENT SYSTEM in  
PHP"**



  
Project Guide & Internal Examiner



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that **Mulay Anuja Umesh** has satisfactorily completed the project prescribed by **Savitribai Phule Pune University** during **T.Y.Sc. (Computer Science)**, Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Online Food Ordering System in JAVA"***

Project Guide & Internal Examiner



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Pawar Gauri Deepak has satisfactorily completed the project prescribed by ~~Savitribai Phule Pune University~~ during ~~T.Y. Sc. (Computer Science)~~, Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021]

The title of the project is

**"Online Cake Ordering And Management System  
in PHP"**



Project Guide & Internal Examiner



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that 1) Shirke Ankita Madhukar 2) Aphale Bhagyashree Dattatray has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

**"Online Matrimonial Management System in  
PHP"**



Project Guide & Internal Examiner



Pune Vidyarthi Griha's

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

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**PROJECT CERTIFICATE**

This is to certify that Shah Bhaven Sandeep has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Online Music System in PHP"***

  
Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
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**PROJECT CERTIFICATE**

This is to certify that Dixit Siddhant Sujit has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Tours and Travels Management in PHP"***

Project Guide & Internal Examiner







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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Jadhav Prathamesh Atul has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Dairy Management System in JAVA"***



Project Guide & Internal Examiner



Pune Vidyarthi Griha's

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Panhale Aakanksha Dharmendra has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Online Food Ordering System in JAVA"***



Project Guide & Internal Examiner



Pune Vidyarthi Griha's

College of Science, Pune -09

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Pimpale Vyankatesh Prashantrao has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Dairy Management System in JAVA"***

  
Project Guide & Internal Examiner





**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Sarang Sushil Joshi has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021!

The title of the project is

***"Sugarcane Management System in JAVA"***

  
Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Karbhare Abhishek Appasaheb has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Video Streaming Website in PHP"***

Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

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**PROJECT CERTIFICATE**

This is to certify that Raut Sanskriti Pravin has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***“Cafe Management System in JAVA”***

Project Guide & Internal Examiner



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Bokil Prathmesh Sanatkumar has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Cab booking management system in PHP"***



Project Guide & Internal Examiner



**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Barkale Swikar Sunil has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Cab booking management system in PHP"***

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Mekar Sahil Balu has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021!

The title of the project is

***"online movie ticket booking system in JAVA"***



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Pune Vidyarthi Griha's

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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Bhosale Yash Rajendra has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***“Online movie Ticket booking management system in JAVA”***



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Korde Mahesh Shamita has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021!

The title of the project is

***"Cafe Management System in JAVA"***



Project Guide & Internal Examiner



**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Kanklia Darshan Dinesh has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc.(Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Online Shopping Management System in PHP"***

  
Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Chavan Sourabh Sharad has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

**"Online Job Portal in JAVA"**



Project Guide & Internal Examiner



**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Dhebe Saurabh Baban has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Online job portal in JAVA"***



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Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Dombé Ratnasinh Akanksha has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Stationary management system in PHP"***



Project Guide & Internal Examiner



**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Dhanashree Mate has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y. Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

**"MEDICAL STORE MANAGEMENT SYSTEM in  
JAVA"**



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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Masurkar Tanvi Sagar has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"Medical store management system in JAVA"***

Project Guide & Internal Examiner





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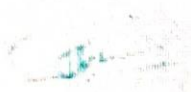
**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**  
Department of Computer Science

### **PROJECT CERTIFICATE**

This is to certify that Bedre Atharva Laxmikant has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

***"online medicine delivery system in PHP"***

  
Project Guide & Internal Examiner





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**P.V.G.'s COLLEGE OF SCIENCE, PUNE.**

Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that Golecha Divesh Vijendra has satisfactorily completed the project prescribed by **Savitribai Phule Pune University** during **T.Y.Sc. (Computer Science)**, Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021.

The title of the project is

***"Online Medicine delivery in PHP"***

  
Project Guide & Internal Examiner



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College of Science, Pune -09

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Department of Computer Science

**PROJECT CERTIFICATE**

This is to certify that \_\_\_\_\_ has satisfactorily completed the project prescribed by Savitribai Phule Pune University during T.Y.Sc. (Computer Science), Semester-II, as a partial fulfillment of paper CS-204: Project, in the academic year 2020-2021|

The title of the project is

*"In..."*



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