



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23

Hi Aishwarya,
3 Arshwasya
(Khasobe)

MCS

It was a pleasure talking with you.

Based on our discussion we found you to be suitable for the position we have - "PHP Developer - Intern". We are glad to extend you the offer and a warm welcome to Excelsior's family.

This offer is governed by the company's policies, rules, and guidelines as well as the usual Terms and Conditions of Employment by Excelsior Research Pvt Ltd.

After 03 months of your internship, your performance will be re-evaluated. If company found your performance is satisfactory your CTC will be discussed thereupon.

This offer of employment from Excelsior Research Pvt Ltd is contingent upon the accuracy of the information you provided being verified.

By accepting this offer, you also attest to the following:

You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions.

There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.

You are not bringing in any intellectual property that you do not have sole ownership of.

Your date of joining would be 15th Feb 2023, shift time 1 PM to 10 PM and as a token of acceptance, you need to acknowledge this email. If we do not hear back from you, this offer will be deemed to be cancelled and we are not obliged to hold the position open for you. If you are unable to report for joining on the said date you are requested to inform the company about the same. We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long and pleasant and wish you a rewarding and successful career with us.

Please take the time to review the attached documents. It includes important details about the mandatory documents which are required to be submitted at the time of joining.

Request you to get a copy of mandatory documents attached in email along with passport size photograph and cancelled cheque of current bank account where the account is registered under your name for the document verification Process along with your vaccination certificates.

We look forward to you joining us.

Thanks & Regards,

Pooja Pradhan

Manager – Human Resources

www.excelsiorresearch.com

8208059216 hr@excelsiorresearch.com

Ofc- 316 C/D 3rd floor Shoppers Orbit Vishrantwadi, Pune – 411015



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

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2022-23

TECNOvibes
expand-enrich-enhance

MCS

Date: - 12/02/2023

Kunal Vikram Desai
PVG's College of Science, Pune
Parvati Pune-411009

Subject: Internship Training in PHP Developer

Dear Kunal Desai,

In reference to your application, we would like to congratulate you on being selected for an internship with **Tecnovibes Digital Services Pvt. Ltd.** based at **Tilak Road, Pune.** Your training is scheduled to start effective **15/02/2023** for a period of 6 months. All of us at **Tecnovibes Digital Services Pvt. Ltd.** are excited that you will be joining our team!

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

The project details and technology platform will be shared with you on or before the commencement of the training

You should report for training at the following address:

Tecnovibes Digital Services Pvt. Ltd.
Tilak Road, Pune
Pune-411030

Contact Person: Amit Kasabe

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

Yours sincerely,
for **Tecnovibes Digital Services Pvt. Ltd.**

Neelima Shahane

Director



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

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NAAC Cycle 2

5.2.1

2022-23



Date: - 12/02/2023

Salonee Liyakat Shaikh
PVG's College of Science, Pune
Parvati Pune-411009

MCS

Subject: Internship Training in PHP Developer

Dear Salonee Shaikh,

In reference to your application, we would like to congratulate you on being selected for an internship with **Tecnovibes Digital Services Pvt. Ltd.** based at **Tilak Road, Pune.** Your training is scheduled to start effective **15/02/2023** for a period of 6 months. All of us at **Tecnovibes Digital Services Pvt. Ltd.** are excited that you will be joining our team!

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

The project details and technology platform will be shared with you on or before the commencement of the training

You should report for training at the following address:

Tecnovibes Digital Services Pvt. Ltd.
Tilak Road, Pune
Pune-411030

Contact Person: Amit Kasabe

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

Yours sincerely,
for **Tecnovibes Digital Services Pvt. Ltd.**

Neelima Shahane

Director



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

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2022-23

Pawar Tech Services
Pvt. Ltd.

PAWAR TECH SERVICES PVT. LTD.

CIN-U72900PN2019PTC181283

www.pawarsoftwares.com

No: PSS/22-23/533

Date: 7th Feb 2023

OFFER LETTER

MCS

Dear Aishwarya Sanjay Hingane,

I am pleased to extend an offer of internship with Pawar Tech Service Pvt. Ltd. starting from 7th Feb 2023 for 5 months. As discussed, you will be working with our IT team and will report to Suraj Pawar.

During your internship, you will have the opportunity to gain hands-on experience in web technologies. In addition, you will also have the chance to attend company meetings, training sessions, and other events that will enhance your understanding of our operations and culture.

We will provide you with all necessary equipment, resources, and support to complete your assignments effectively.

To accept this offer, please sign and return a copy of this letter, along with the attached internship agreement, to our HR department by 8th Feb 2023. If you have any questions or concerns, please do not hesitate to reach out to HR department.

We are excited to have you on board and look forward to a productive and rewarding experience for both of us.

Best regards,

HR.

Sakshi Pawar.

Place: Pune.

Pawar Tech
Services Pvt. Ltd.
E-05 Mangal Murti
Complex, Bhosari -411026.

Phone: 8983438373

E-mail: hr@pawarsoftwares.com



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

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NAAC Cycle 2

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2022-23



PAWAR TECH SERVICES PVT. LTD.

CIN-U72900PN2019PTC181283

www.pawarsoftwares.com

No: PSS/22-23/532

Date: 6th Feb 2023

OFFER LETTER

MCS

Dear Shreya Vijay Gole,

I am pleased to extend an offer of internship with **Pawar Tech Service Pvt. Ltd.** starting from 6th Feb 2023 for 5 months. As discussed, you will be working with our IT team and will report to Suraj Pawar.

During your internship, you will have the opportunity to gain hands-on experience in web technologies. In addition, you will also have the chance to attend company meetings, training sessions, and other events that will enhance your understanding of our operations and culture.

We will provide you with all necessary equipment, resources, and support to complete your assignments effectively.

To accept this offer, please sign and return a copy of this letter, along with the attached internship agreement, to our HR department by 7th Feb 2023. If you have any questions or concerns, please do not hesitate to reach out to HR department.

We are excited to have you on board and look forward to a productive and rewarding experience for both of us.

Best regards,

HR.

Sakshi Pawar.

Place: Pune.

**Pawar Tech
Services Pvt. Ltd.**

E-05 Mangal Murti
Complex, Bhosari -411026.

Phone: 8983438373

E-mail: hr@pawarsoftwares.com



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

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NAAC Cycle 2

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2022-23



PAWAR TECH SERVICES PVT. LTD.

CIN-U72900PN2019PTC181283

www.pawarsoftwares.com

No: PSS/22-23/532

Date: 6th Feb 2023

OFFER LETTER

MCS

Dear Shreya Vijay Gole,

I am pleased to extend an offer of internship with **Pawar Tech Service Pvt. Ltd.** starting from 6th Feb 2023 for 5 months. As discussed, you will be working with our IT team and will report to Suraj Pawar.

During your internship, you will have the opportunity to gain hands-on experience in web technologies. In addition, you will also have the chance to attend company meetings, training sessions, and other events that will enhance your understanding of our operations and culture.

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Sakshi Pawar.

Place: Pune.

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E-05 Mangal Murti
Complex, Bhosari -411026.

Phone: 8983438373

E-mail: hr@pawarsoftwares.com



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

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2022-23



PAWAR TECH SERVICES PVT. LTD.
CIN-U72900PN2019PTC181283

www.pawarsoftwares.com

Date: 6th Feb 2023

No: PSS/22-23/531

OFFER LETTER

MCS

Dear Prathamesh Balaso Kadam,

I am pleased to extend an offer of internship with Pawar Tech Service Pvt. Ltd. starting from 6th Feb 2023 for 5 months. As discussed, you will be working with our IT team and will report to Suraj Pawar.

During your internship, you will have the opportunity to gain hands-on experience in web technologies. In addition, you will also have the chance to attend company meetings, training sessions, and other events that will enhance your understanding of our operations and culture.

We will provide you with all necessary equipment, resources, and support to complete your assignments effectively.

To accept this offer, please sign and return a copy of this letter, along with the attached internship agreement, to our HR department by 7th Feb 2023. If you have any questions or concerns, please do not hesitate to reach out to HR department.

We are excited to have you on board and look forward to a productive and rewarding experience for both of us.

Best regards,

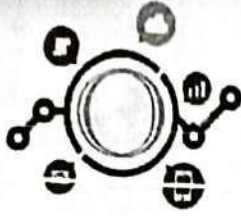
HR.

Sakshi Pawar.

Place: Pune.

Pawar Tech
Services Pvt. Ltd.
E-05 Mangal Murti
Complex, Bhosari -411026.

Phone: 8983438373
E-mail: hr@pawarsoftwares.com



Online Munim

Ref- HR/OSPL/2023-24
Date: 27th Feb 2023

Offer Letter

TACS

Employee Name: Ashwini Hemraj Solanki
Address: Hill view Heights coop soc.Flat no.-103,
Balaji Nagar, Dhankawadi, Pune 411043
Mobile No: +91 8459399433

Dear Ashwini,

Congratulations,

We are pleased to offer you internship program for the position 'PHP Developer Trainee' with Omunim Software Pvt.Ltd.Your stipend details are as follows:

Rs.8,000/- for the first 6 months without deduction except for professional tax, and performance-based increment after that.

Your compensation details are attached hereunder as annexure 'A'. If you accept this offer, you will be required to join our Organization on 1st March 2023 Upon joining you will be required to sign an "Appointment Letter", otherwise this offer will be invalid or null.

During your association with the Organization, you may have access to trade secrets and confidential business information belonging to the Organization and its clients. By accepting this offer you acknowledge that you must keep all this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Organization.

We look forward to your arrival as an employee of our organization and are confident that you will play a key role in our company's expansion into markets. Your detailed appointment letter will be issued to you at the time of your joining.

If this employment offer is acceptable to you, please sign a copy of this letter and return it to us by 27th Feb 2023

Laxmi Jasthi
With Best Regards



[Signature]
Agreed and Accepted by

OMUNIM SOFTWARE PVT. LTD.

5050, MARVEL FUEGO, MAGARPATTA ROAD, HADAPSAR, PUNE, MAHARASTRA - 411028, INDIA
Phone 020 29512603, +91 8550958585, Email - info@omunim.com, Website - www.omunim.com
For employee verification call +91 8550958585 or mail to hr@omunim.com

tAyanS

tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

for tAyan Solutions
(Director)

AGREED TO AND CONFIRMED:

Student Name: Mahendra Khasnis

Signature:

M. Khasnis

Date:

15 March, 2023

Place:

Pune.

tAyan Solutions



Pune Vidyarthi Griha's
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2022-23

MCA

tAyanS

tAyan Solutions

3rd Floor Lelage Corner, Karve Nagar Pune 411 052

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You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

for tAyan Solutions

(Director)

AGREED TO AND CONFIRMED:

Student Name: Pranil Jadhav

Signature: *Pranil Jadhav*

Date: 16 - 03 - 23

Place: Pune

tAyan Solutions



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

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2022-23

tAyanS

tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

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You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

for tAyan Solutions

(Director)

AGREED TO AND CONFIRMED:

Student Name: Nitin Santosh Pawar

Signature: N.S. Pawar

Date: 14/03/23

Place: pune.

tAyan Solutions

Received & Accepted



10, Shubham Residency, Akashdeep CHS, Dhayari Pune – 411041

Ph. No. 77069707

Dear Chinmay Patwardhan,

We are pleased to offer you the position of Web Developer Intern at Atharva Encotech. Your skills and eagerness to learn and grow as a web developer make you an excellent candidate for this role.

You are expected to join on or before 27/02/2023. Failing which we presume you do not have interest with this opportunity.

As a Web Developer Intern, you will work closely with our head of web development to design and develop a website for our company. Your responsibilities will include but are not limited to:

- Assisting in developing user-friendly website architecture and design
- Ensuring website functionality and optimization for all devices
- Helping to create engaging content for the website in collaboration with our marketing team
- Regularly updating and maintaining the website to ensure smooth and seamless user experience
- Learning and keeping up-to-date with emerging web technologies and trends

This internship is a great opportunity for you to gain hands-on experience in web development, learn new skills, and work with a team of experienced professionals in the field. You will be reporting directly to our Head of Web Development and working closely with other team members to ensure our website aligns with our overall business goals and objectives.

As an intern, we offer the following benefits:

- Competitive stipend
- Opportunities for professional development and learning
- Friendly and supportive work environment

We are excited to have you join our team and work with us to build an exceptional online presence and we look forward to working with you and helping you grow as a web developer.

Sincerely,



Yogesh Gore
Atharva Encotech



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

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2022-23



Date: 13 Mar 2023

Tanmayi Kalange

PVG's College of Science, Parvati, Pune-411009

MCS

INTERNSHIP OFFER LETTER

Dear Tanmayi,

TechEntrepreneurs is pleased to offer you internship and this letter confirms the terms of your internship with TechEntrepreneurs for the position of Trainee.

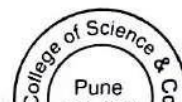
Period: from 13th March 2023 for next 5 months

A letter approving the internship at TechEntrepreneurs (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

TechEntrepreneurs is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of TechEntrepreneurs.





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

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2022-23



Suven Consultants & Technology Pvt Ltd.

MCS

SUVENID: SITPZ23LNB6675

Mode : Online

Dear Shivani Mohite,

Congratulations!

We are pleased to inform you that you have been selected in the Suven Consultants & Technology Pvt Ltd. Internship Program in the domain of **Web Development**.

Your internship start date is 20th March 2023 and the span of this internship will be 3 months (till 27th Jun 2023).

We have bifurcated your summer internship into 3 phases:

1. In the first phase (starting from 27th March 2023 to 13th April 2023) you will be provided with pre-learning content along with a couple of minor assignments.
2. Here you will be prepared for the 3 months internship starting from 27th March 2023. In this phase you will be given industry-projects onto which you will be required to work.
3. Your performance will be evaluated and certificates will be awarded.

Welcome to the team!

Rocky Jagtiani

DomainExpert: Rocky Jagtiani
Technical Head - SCTPL
<https://suvenconsultants.com>

**Office Address: Trishul Apartments, 4, Sindhi Society Rd Number 1, B Wing,
Sindhi Society, Chembur, Mumbai, Maharashtra 400071**



suvenconsultants.com



info@suvenconsultants.com



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

PVGCOS
NAAC Cycle 2
5.2.1
2022-23



TMS

To,

Manali Joshi

Web Dev. Intern

DATE:
19 Feb 2023

+91-9067803771

manalijoshi0707@gmail.com

NA

SUBJECT: OFFER LETTER FOR WEB DEVELOPMENT INTERNSHIP (WFH)

Dear Manali,

We would like to notify you about this opportunity of work from home Web Development Internship. We are pleased to offer you the position of Intern in Business Web Solutions, further abbreviated as BWS Inc.

The Internship will be under BWS Inc.(INDIA) which is Web Development and Designing Firm which provides a wide range of Business Solutions (Viz. Web development & designing, SEO, Marketing & Promotion etc.) registered office at 15A Ludlow castle Civil lines New Delhi India 110007, in which students will be given opportunity to work as an intern in Web Development & Design department. Company has its headquarter in USA and managed & run from there.

Please find the following confirmations which specifies your internship:

1. The tentative date of your internship is **20 Feb 2023** which will complete on **20 May 2023** (3 Months Duration).
2. Interns will do all the related tasks and go through the all modules given by the company such as frontend and Backend tasks in this period of time and will complete them within the deadline given by the team.
3. Interns will be given a stipend task/opportunity in the middle of their internship program, The stipend is variable and subjected to the terms and conditions of the BWS. The stipend may range from **6,000 to 10,000/- INR** or more.
4. Interns will get maximum LIVE support, easy, enjoyable, interaction sessions during specific project tasks and training.

We appreciate your interest in the Work From Home Internship with BWS. Good Luck.

Regards,



DESHRAJ GOENKA
Director -BWS Inc. (India)



RSL SOLUTION PVT. LTD.

MCS

Joining Letter

Date: 13th March 2023

Name of the employee: **Pratiksha Gugale**
Address Pune

Dear Pratiksha,

We are pleased to confirm your appointment of the internship offer for the position of Software Developer with RSL Solution Pvt. Ltd. We believe that you will be a valuable asset to our team and are excited to have you onboard.

As per our discussion, your internship will start on 13th March 2023, During your tenure, you will be working on various projects and learning from experienced professionals in the field. We are confident that this internship will provide you with an enriching experience and help you develop your skills.

Please report to the RSL Solution Pvt. Ltd. on your first day of the internship. Please bring all the necessary documents, including your college ID card, government-issued ID, and other relevant certificates. Please be punctual and dress appropriately as per the company's dress code policy.



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

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2022-23



RSL SOLUTION PVT. LTD.

MCS

Joining Letter

Date: 13th March 2023

Name of the employee: **Pratiksha Gugale**
Address Pune

Dear Pratiksha,

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RSL SOLUTION PVT. LTD.

MCS

Joining Letter

Date: 13th March 2023

Name of the employee: **Pratiksha Gugale**
Address Pune

Dear Pratiksha,

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Please report to the RSL Solution Pvt. Ltd. on your first day of the internship. Please bring all the necessary documents, including your college ID card, government-issued ID, and other relevant certificates. Please be punctual and dress appropriately as per the company's dress code policy.

**RSL SOLUTION PVT. LTD.**

As an intern, you will be expected to follow the company's rules and regulations, maintain confidentiality, and complete your assigned tasks diligently. We trust that you will be committed to your responsibilities and contribute to the success of the organization.

We look forward to your arrival and wish you the best for your internship with RSL Solution Pvt. Ltd. Please let us know if you have any questions or concerns.

Sincerely,

Paras Bora
HR Admin
RSL Solution Pvt. Ltd.

Date: 13 Mar 2023

Mansi Desai

PVG's College of Science, Parvati, Pune-411009

MCS

INTERNSHIP OFFER LETTER

Dear Mansi,

TechEntrepreneurs is pleased to offer you internship and this letter confirms the terms of your internship with TechEntrepreneurs for the position of Trainee.

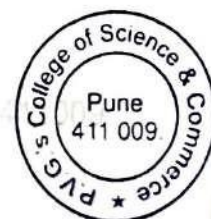
Period: from 13th March 2023 for next 5 months

A letter approving the internship at TechEntrepreneurs (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

TechEntrepreneurs is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of TechEntrepreneurs.



Date: 13 Mar 2023

Mansi Desai
PVG's College of Science, Parvati, Pune-411009

MCS

INTERNSHIP OFFER LETTER

Dear Mansi,

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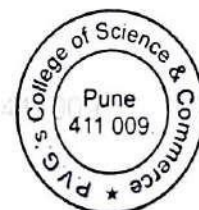
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You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of TechEntrepreneurs.



To,

Omkar Yadav

MCS

Sub: Internship Offer Letter

Dear Omkar,

On behalf of IncubXperts, I am excited to extend an offer to you for an internship position within our Engineering department as **"Intern – Software Engineer"**. In this role, you will report directly to **Preetam Tiwari**. You will be based out of our Pune office - Office No.1, Level 5, Building B1, Symphony IT Park, Nanded City, Sinhgad Road, Pune- 411041.

Your joining is confirmed on **01st February 2023** and will be a paid internship opportunity. The working hours for this position are 10 AM to 7 PM IST. This position will pay **INR 10,000** per month.

During your temporary employment with IncubXperts, you may have access to trade secrets and confidential or proprietary business information belonging to IncubXperts. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of IncubXperts. In addition, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company.

By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from IncubXperts, however IncubXperts may offer you employment based on your performance.

Please be sure to keep below mentioned documents with you on your first day to complete your joining.

1. Copies of academic Qualifications and Certificates.
2. Residence Proof: Passport Copy / Driving Licence / Rental agreement / Voter ID / Aadhar card.
3. Copy of PAN Card
4. Passport size photo

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact Ayushi – 8208107030 in our recruiting department. Please review this letter in full, and sign and return it to confirm your acceptance of the position no later than close of business on **18th Dec 2023**.

Development Office: Office No.1, Level 5, Building B1,
Symphony IT park, Nanded city, Sinhgad road, Pune- 411041
Registered Office: A-3, Tejvalay, Warje, Pune, 411037
Phone: +91 820 810 7030

contact@incubxperts.com
CIN:U72500PN2017PTC172040



We look forward to having you begin your career at IncubXperts and wish you a successful internship. Welcome to our team!

Signed for and on behalf of IncubXperts TechnoConsulting Pvt Ltd.

Preetam T

Preetam Tiwari
Co-founder and Director

Please indicate your understanding and acceptance of the above term and conditions by signing below:

A dark, rectangular stamp or signature of Omkar Yadav.

Omkar Yadav

Date 19 Dec 2022



Pune Vidyarthi Griha's

COLLEGE OF SCIENCE & COMMERCE

(Accredited by NAAC)

(Affiliated to Savitribai Phule Pune University & Approved by Govt. of Maharashtra)

S.No.44, Vidyanagari, Parvati, Pune- 411009

Telephone: (020) 2422 1484, Website: www.pvgcsc.ac.in

NOC FOR INTERNSHIP PROGRAM


This is to certify that Mr. Omkar Yadav is pursuing M.Sc. (Computer Science) studying in Second year from our college, has been selected in your esteemed organisation through the on campus placement drive.

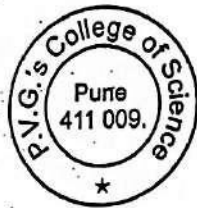
He is permitted to join the internship from 7th February 2023 and will cover the academics on weekends.

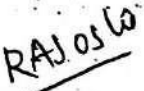
I request you to release his offer letter and wish him all the very best in his future endeavours.

We would also look forward towards future placement drive and would be willing to build an industry collaboration with you which would be beneficial for both in the long run.

For any queries or clarifications, please feel free to revert.


Asst. Prof. Kallol Bose
TPO




Mrs. Rekha Joshi
Asst. Prof & Head, Computer Science Dept.
H.O.D.
Deptt. of Computer Science
P.V.G.'s College of Science
Vidyanagari, S. No.44, Parvati
Pune - 411 009.

Received
Omkar Yadav
06-02-2023



RSL SOLUTION PVT. LTD.

Joining Letter

MCS

Date: 13th March 2023

Name of the employee: **Monika Chandgude**
Address Pune

Dear Monika

We are pleased to confirm your appointment of the internship offer for the position of Software Developer with RSL Solution Pvt. Ltd. We believe that you will be a valuable asset to our team and are excited to have you onboard.

As per our discussion, your internship will start on 13th March 2023, During your tenure, you will be working on various projects and learning from experienced professionals in the field. We are confident that this internship will provide you with an enriching experience and help you develop your skills.

Please report to the RSL Solution Pvt. Ltd. on your first day of the internship. Please bring all the necessary documents, including your college ID card, government-issued ID, and other relevant certificates. Please be punctual and dress appropriately as per the company's dress code policy.



RSL SOLUTION PVT. LTD.

As an intern, you will be expected to follow the company's rules and regulations, maintain confidentiality, and complete your assigned tasks diligently. We trust that you will be committed to your responsibilities and contribute to the success of the organization.

We look forward to your arrival and wish you the best for your internship with RSL Solution Pvt. Ltd. Please let us know if you have any questions or concerns.

Sincerely,

Paras Bora
HR Admin
RSL Solution Pvt. Ltd.



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



Date: 13 Mar 2023

Santosh Yadav

PVG's College of Science, Parvati, Pune-411009

MCS

INTERNSHIP OFFER LETTER

Dear Santosh,

TechEntrepreneurs is pleased to offer you internship and this letter confirms the terms of your internship with TechEntrepreneurs for the position of Trainee.

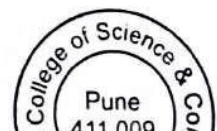
Period: from 13th March 2023 for next 5 months

A letter approving the internship at TechEntrepreneurs (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

TechEntrepreneurs is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of TechEntrepreneurs.





MCS

Joining Letter

Date: 13th March 2023

Name of the employee: **Vaishnavi Pawar**
Address: Pune

Dear Vaishnavi,

We are pleased to confirm your appointment of the internship offer for the position of Software Developer with RSL Solution Pvt. Ltd. We believe that you will be a valuable asset to our team and are excited to have you onboard.

As per our discussion, your internship will start on 13th March 2023, During your tenure, you will be working on various projects and learning from experienced professionals in the field. We are confident that this internship will provide you with an enriching experience and help you develop your skills.

Please report to the RSL Solution Pvt. Ltd. on your first day of the internship. Please bring all the necessary documents, including your college ID card, government-issued ID, and other relevant certificates. Please be punctual and dress appropriately as per the company's dress code policy.



RSL SOLUTION PVT. LTD.

As an intern, you will be expected to follow the company's rules and regulations, maintain confidentiality, and complete your assigned tasks diligently. We trust that you will be committed to your responsibilities and contribute to the success of the organization.

We look forward to your arrival and wish you the best for your internship with RSL Solution Pvt. Ltd. Please let us know if you have any questions or concerns.

Sincerely,

**Paras Bora
HR Admin
RSL Solution Pvt. Ltd.**



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23

tAyanS

tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

Date:13/MAR/23

Prathmesh Bokil
Pvg's College of Science, Parvati, Pune-411009

MCS

INTERNSHIP OFFER LETTER

Dear Prathmesh Bokil,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23

tAyanS

tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

for tAyan Solutions

(Director)

AGREED TO AND CONFIRMED:

Student Name: Prathmesh Bokil

Signature:

Date: 16 / 03 / 2023



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23

tAyanS

tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

Date: 13/MAR/23

Siddharth Sadaphol
Pvg's College of Science, Parvati, Pune-411009

MCS

INTERNSHIP OFFER LETTER

Dear Siddharth Sadaphol,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

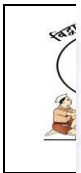
Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.



tAyanS

tAyan Solutions

3rd Floor Lohage Corner, Karve Nagar Pune 411 052

This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

Again, congratulations and we look forward to working with you

Yours sincerely,

Shrini

for tAyan Solutions

(Director)

AGREED TO AND CONFIRMED:

Student Name: Siddharth Sadaphol

Signature *Siddharth*

Date 16/03/23

Place Pune.

Received
and
accepted
Siddharth

17/03/23



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

PVGCOS
NAAC Cycle 2
5.2.1
2022-23



Date: 13 Mar 2023

Revati Shinde

PVG's College of Science, Parvati, Pune-411009

MCS

INTERNSHIP OFFER LETTER

Dear Revati,

TechEntrepreneurs is pleased to offer you internship and this letter confirms the terms of your internship with TechEntrepreneurs for the position of Trainee.

Period: from 13th March 2023 for next 5 months

A letter approving the internship at TechEntrepreneurs (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

TechEntrepreneurs is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of TechEntrepreneurs.





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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

for TechEntrepreneurs

S.R.Kulkarni

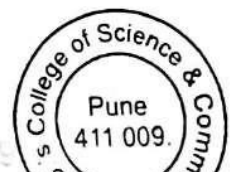
S.R. Kulkarni
Co-Founder

----- AGREED TO AND CONFIRMED:

Student Name: **Revati Shinde**

Signature:

REVATI SHINDE
13/03/23





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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



NS COMPUTER HUB

Office number 5, First Floor, 1481, Sadashiv Peth,
Opp. Tilak Smarak Mandir, Pune - 411030
Phone No.: 70668 - 06255, E-mail: dhootgaurav26@gmail.com

HRD/NSCH/EMP0198

PKS

February 10, 2023

3

Mr. Siddharth Gaikwad
PVG's College of Science, Pune
Parvati 411-009

Subject: INTERSHIP TRAINING IN FULL STACK DEVELOPER

Dr. Siddharth,

In reference to your application we would like to congratulate you on being selected for an internship with **NS COMPUTER HUB, Pune based at Tilak Road**. Your training is scheduled to start effective **13/02/2023** for 5Month period. All of us are excited that you will be joining our team!

As such, your internship will include training and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through the hands-on application of the knowledge you learned in class

The project details and technology platforms will be shared with you on before the commencement of the training

Again congratulations and we look forward to working with you.

Thanking you

Yours sincerely,

NS COMPUTER HUB

GAURAV DHOOT

DIRECTOR





NS COMPUTER HUB

Office number 5, First Floor, 1481, Sadashiv Peth,
Opp. Tilak Smarak Mandir, Pune - 411030
Phone No.: 70668 - 06255, E-mail: dhootgaurav26@gmail.com

HRD/NSCH/EMP0198

MCS

February 10, 2023

Ms. Harshada Kale
PVG's College of Science, Pune
Parvati 411-009

Subject: INTERSHIP TRAINING IN FULL STACK DEVELOPER

D Harshada,

In reference to your application we would like to congratulate you on being selected for an internship with **NS COMPUTER HUB, Pune based at Tilak Road**. Your training is scheduled to start effective **13/02/2023** for 5Month period. All of us are excited that you will be joining our team!

As such, your internship will include training and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through the hands-on application of the knowledge you learned in class

The project details and technology platforms will be shared with you on before the commencement of the training

Again congratulations and we look forward to working with you.

Thanking you

Yours sincerely,

For NS COMPUTER HUB

GAURAV DHOOT
DIRECTOR





NS COMPUTER HUB

Office number 5, First Floor, 1481, Sadashiv Peth,
Opp. Tilak Smarak Mandir, Pune - 411030
Phone No.: 70668 - 06255, E-mail: dhootgaurav26@gmail.com

HRD/NSCH/EMP0198

MCS

February 10, 2023

Ms. Harshada Kale
PVG's College of Science, Pune
Parvati 411-009

Subject: INTERSHIP TRAINING IN FULL STACK DEVELOPER

D Harshada,

In reference to your application we would like to congratulate you on being selected for an internship with **NS COMPUTER HUB, Pune based at Tilak Road**. Your training is scheduled to start effective **13/02/2023** for 5Month period. All of us are excited that you will be joining our team!

As such, your internship will include training and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through the hands-on application of the knowledge you learned in class

The project details and technology platforms will be shared with you on before the commencement of the training

Again congratulations and we look forward to working with you.

Thanking you

Yours sincerely,

For NS COMPUTER HUB

GAURAV DHOOT

DIRECTOR





Regd No.:MH/26/D0128611

10th March 2023

Name: Mr. Siddhesh Deepak Sondkar
Address: A/p: Pune-411043.

TICS

Dear Siddhesh,

Welcome to Vertical Software,

I am pleased to have you as part of our team. I foresee your potential skill as a valuable contribution to our company and clients. Your appointment as **Java Developer Intern** will commence on the date as **13th March 2023**.

As an intern member you will be on probation period for five months. Regular performance review will be conducted to access you performance and suitability. Your continued employment at **Vertical Software** is dependent on your successful completion of the probationary period. You will be entitled to all **allowances and benefits** whatsoever decided by the management.



Leave and other company policies are available at **Annexure A** new policies are reviewed and posted at our website from time to time by the management of Vertical Software for you benefit.

You're below signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining Vertical Software on the given date.

I am looking forward to working with you.

Sincerely,

For Vertical Software


Sudhir




NS COMPUTER HUB

Office number 5, First Floor, 1481, Sadashiv Peth,
Opp. Tilak Smarak Mandir, Pune - 411030
Phone No.: 70668 - 06255, E-mail: dhootgaurav26@gmail.com

MCS

February 10, 2023

HRD/NSCH/EMP0198

Mr. Archit Naik

PVG's College of Science, Pune
Parvati 411-009

Subject: INTERSHIP TRAINING IN FULL STACK DEVELOPER

Dear Archit,

In reference to your application we would like to congratulate you on being selected for an internship with **NS COMPUTER HUB, Pune based at Tilak Road**. Your training is scheduled to start effective **13/02/2023** for 5Month period. All of us are excited that you will be joining our team!

As such, your internship will include training and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through the hands-on application of the knowledge you learned in class

The project details and technology platforms will be shared with you on before the commencement of the training

Again congratulations and we look forward to working with you.

Thanking you

Yours sincerely,

For NS COMPUTER HUB

GAURAV DHOOT

DIRECTOR





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

PVGCOS
NAAC Cycle 2
5.2.1
2022-23

GTL SOFTWARE PVT. LTD

Contact: 020-65003957 || 91-8-46633957 | info@gtlsoftwares.com

OFFER LETTER

MCS

Ankita Shirke

PVG'S College Of Science , Pune

Subject: offer Letter for Internship

Dear Ankita,

In reference to your application we would like to congratulate you on being selected for internship with **GTL Software** based at **Kothrud**. Your training is scheduled to start effective **10/02/2023** for a period of 5 months.

As such, 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 in class.

The project details and technical platform will be shared with you on or before commencement of training

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

You should report for training at the following address:

GTL Software Pvt. Ltd

For GTL Software



Authorized Signatory

Rahul Sharma, MD, Gtl software



Date: 13 Mar 2023

Vaibhavi Zende

PVG's College of Science, Parvati, Pune-411009

MCS

INTERNSHIP OFFER LETTER

Dear Vaibhavi,

TechEntrepreneurs is pleased to offer you internship and this letter confirms the terms of your internship with TechEntrepreneurs for the position of Trainee.

Period: from 13th March 2023 for next 5 months

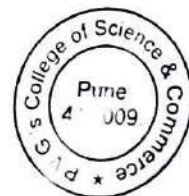
A letter approving the internship at TechEntrepreneurs (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

TechEntrepreneurs is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of TechEntrepreneurs.

TechEntrepreneurs, Sneha Apartment, Sahakarnagar No.2, pune-411009





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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

for TechEntrepreneurs

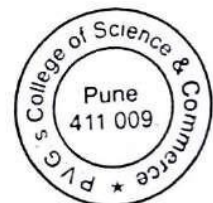
S.R. Kulkarni

S.R. Kulkarni
Co-Founder

----- AGREED TO AND CONFIRMED:

Student Name: **Vaibhavi Zende**

Signature: *[Handwritten Signature]*
17/03/2023
Pune.





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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



WEBASSIC IT SOLUTIONS

Tell us Your Business Problems

Date :- 10/02/2023

TICS

Ms. Sanskriti Pravin Raut,
PVG's College of Science, Pune
Parvati Pune-411009

Subject: Internship Training in React and Node Development

Dear Ms. Sanskriti Raut,

In reference to your application, we would like to congratulate you on being selected for an internship with Webassic IT Services based at Plot 19, Padmalata, Pune-Satara Road, Near City Pride theatre, Pune.

Your training is scheduled to start effective 13/02/2023 for a period of 5 months. All of us at Webassic IT Solutions Are excited that you will be joining our team!

As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through the hands-on application of the training

You should report for training at the address mentioned in the footer of this letter

Contact Person: Arun Rajput

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

Yours sincerely,
for Webassic IT Solutions

Rahul Bhatewara

Director



Name : Gauri Pawar

Date: 05th April 2023

TACS

Subject: Internship Letter.

Dear Gauri Pawar,

We are pleased to appoint you as an **Intern** for your 6th semester in our organization **TECHNOGROWTH SOFTWARE SOLUTIONS PVT.LTD.** For 6 Months from 5th April 2023 to 5th September 2023.

The terms & conditions of your training are given below: -

1. Place of work:

Your job location is Pune office.

2. Performance:

Your performance will be reviewed periodically during the probation period. If your performance does not meet with the expectations, company has the right to take appropriate action.

3. Working:

Your working hours will be 9:00 am to 5:00 pm. with weekly off on Sunday.




Shivaji Kute,
Managing Director.
Technogrowth Software Solutions Pvt. Ltd



Selection Letter

EXRTSPL/HRD/SL/2023/51

MCS

To,
Aishwarya Kharote,
Pune

Sub: Selection for the position of Development Intern.

Hi Aishwarya,

It was a pleasure talking with you.

Based on our discussion we found you to be suitable for the position we have - "**PHP Developer - Intern**". We are glad to extend you the offer and a warm welcome to **Excelsior's family**.

This offer is governed by the company's policies, rules, and guidelines as well as the usual Terms and Conditions of Employment by **Excelsior Research Pvt Ltd**.

After 03 months of your internship, your performance will be re-evaluated. If company found your performance is satisfactory your CTC will be discussed thereupon.

This offer of employment from **Excelsior Research Pvt Ltd** is contingent upon the accuracy of the information you provided being verified.

By accepting this offer, you also attest to the following:

You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions.

There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.

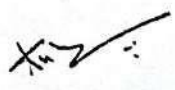
You are not bringing in any intellectual property that you do not have sole ownership of.

Your date of joining would be **15th Feb 2023**, shift time **1 PM to 10 PM** and as a token of acceptance, you need to acknowledge this email. If we do not hear back from you, this offer will be deemed to be cancelled and we are not obliged to hold the position open for you. If you are unable to report for joining on the said date you are requested to inform the company about the same. We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long and pleasant and wish you a rewarding and successful career with us.

Please take the time to review the attached documents. It includes important details about the mandatory documents which are required to be submitted at the time of Joining.

Request you to get a copy of **mandatory documents** attached in email along with **passport size photograph** and **cancelled cheque** of current bank account where the account is registered under your name for the document verification Process along with your vaccination certificates.

We look forward to you joining us.



Vrushali Shinde
Director



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



EXCELSIOR RESEARCH
Excellence That Counts

Selection Letter

EXRTSPL/HRD/SL/2023/51

To,
Anuja Mulay
Pune

Sub: Selection for the position of Development Intern.

Hi Anuja,

It was a pleasure talking with you.

Based on our discussion we found you to be suitable for the position we have - "PHP Developer - Intern". We are glad to extend you the offer and a warm welcome to **Excelsior's family**.

This offer is governed by the company's policies, rules, and guidelines as well as the usual Terms and Conditions of Employment by **Excelsior Research Pvt Ltd**.

After 03 months of your internship, your performance will be re-evaluated. If company found your performance is satisfactory your CTC will be discussed thereupon.

This offer of employment from **Excelsior Research Pvt Ltd** is contingent upon the accuracy of the information you provided being verified.

By accepting this offer, you also attest to the following:

You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions.

There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.

You are not bringing in any intellectual property that you do not have sole ownership of.

Your date of joining would be **15th Feb 2023**, shift time **1 PM to 10 PM** and as a token of acceptance, you need to acknowledge this email. If we do not hear back from you, this offer will be deemed to be cancelled and we are not obliged to hold the position open for you. If you are unable to report for joining on the said date you are requested to inform the company about the same. We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long and pleasant and wish you a rewarding and successful career with us.



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23

Please take the time to review the attached documents. It includes important details about the mandatory documents which are required to be submitted at the time of Joining.

Request you to get a copy of **mandatory documents** attached in email along with **passport size photograph** and **cancelled cheque** of current bank account where the account is registered under your name for the document verification Process along with your vaccination certificates.

We look forward to you joining us.

Vrushali Shinde
Director



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23

DSTUDIO90 SOLUTIONS
PRIVATE LIMITED

D STUDIO 90

OFFER LETTER

MCS

Date: 23rd March 2023

Dear Vaishnavi Kishor Madchetty,

We are pleased to offer you position of Intern in our organization on the following terms and conditions.

1. You will join our Pune development center as **Intern**. Your joining date will be 24th March 2023.
2. Your Induction & training will start from your joining date.
3. There will be no stipend offered to you for the above-mentioned position during your internship tenure.
4. During the internship tenure, 1 leave per month are entertained and any planned leave more than should be informed and approved. Your immediate supervisor must approve this leave. After successful completion of internship period, you will be considered for full time employment and will be eligible for leaves as per organization's policy.
5. Internship period will be for 6 months followed with one year of employment which will be covered under a bond in the contract of employment.
6. Your training and job offer is subject to your consent to sign service agreement / contract on the date of joining.
7. At the time of joining the organization, you need to produce set of verification docs which includes your updated CV, Offer Letter, PAN card, Aadhaar Card, Degree Certificates with Mark lists, Address Proof, if non localite then temporary residence proof, experience certificates, relieving letters, last drawn salary slip of three months for verification and organization records. Failing to provide required documents in time may result into termination of offer / contract without notice.
8. Organization has all rights to implement various policies for the growth of the organization. You will abide by all the rules and regulations of the organization,



DSTUDIO90 SOLUTIONS PRIVATE LIMITED

D STUDIO 90

breaking which will result in immediate termination from the organization without any notice period given by the organization.

9. Notice Period: Not applicable for internship tenure. But, in case of resignation after confirmation of the services, you shall serve a notice period of 2 months. Leave or salary will not be adjusted against any shortfall in the notice period. If your performance during the tenure is found to be unsatisfactory, organization may terminate your services with or without one month notice.

Roles & Responsibilities for Intern

- ✓ Training on different technologies with assignments. Once training is done, below points will be applicable.
- ✓ Write well designed, testable, efficient code by using best software development practices.
- ✓ Create website layout/user interface by using standard HTML/CSS practices
- ✓ Integrate data from various back-end services and databases
- ✓ Gather and refine specifications and requirements based on technical needs
- ✓ Create and maintain software documentation
- ✓ Be responsible for maintaining, expanding, and scaling our site
- ✓ Stay plugged into emerging technologies/industry trends and apply them into operations and activities
- ✓ Cooperate with web designers to match visual design intent
- ✓ Creating website designs
- ✓ Producing sample sites
- ✓ Conceptualizing creative ideas with team.
- ✓ Communicating design ideas using user flows, process flows, site maps, and wireframes.
- ✓ Incorporating functionalities and features into websites.

Privacy Agreement

You are required to observe and uphold all the Organization'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.



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College of Science, Pune -09**

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**DSTUDIO90 SOLUTIONS
PRIVATE LIMITED**

D STUDIO 90

Conflict of Interest policy

While you are employed at this organization, you will not engage in any other employment, consulting, or other business activity (whether full-time or part-time) that would create a conflict of interest with the Organization.

By signing this letter, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the organization.

Proprietary Information and Inventions Agreement

Like all Organization employees, you will be required, as a condition of your employment with the organization, to sign the Organization's standard Contract of Employment and Non-Disclosure Agreement.

Kindly confirm your acceptance by duly signing below.



M. Shetye

Thanks & Regards,

HR Desk,

DSTUDIO90 SOLUTIONS PRIVATE LIMITED.

(For any clarification, please feel free to contact us.)

Employment

Kindly confirm



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

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CORIZO

Empowering Tomorrow's Leader

Internship Offer Letter

MCA

4th March 2023

Dear Abhishek Vijay Jadhav

With reference to your application, we are pleased to offer you an internship with **Corizo Edutech**.

We take this opportunity in wishing you the very best in your new employment as well as advising you that our offer letter is on the following terms and conditions:

1. Period of Service: Four (4) Months of your employment will be probationary.

You shall, for the purpose of your employment with us, sign this offer letter for submission and approval of the management.

2. Designation: You shall be employed as an **Data Science Intern**

3. Remuneration: You will be not eligible for remuneration.

Internship Start Date: 05/03/2023

Internship End Date: 05/07/2023

Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your mentor from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses.

By accepting this offer letter of Employment, you acknowledge that you will keep all this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company.

By accepting this offer letter, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR or**



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CORIZO

Empowering Tomorrow's Leader

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <supportlms@corizo.in>

Working Hours: Flexible

Job Type: Internship

Reporting Location: Remote

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Corizo Edutech, and will report on 05/03/2023.

NAME: _____ DATE: _____

(Candidate's Signature)

With Regards,

VP – Human Resources,

Corizo Edutech



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ProSer Digital Solutions

Date : 21st Mar, 2023

MCA

Dear Neha Bidwe ,

We are pleased to offer you internship in ProSer Digital Solutions.

During the internship period, you will be working as an Development Engineer and all the terms of employment would be binding on you as mentioned in the terms of employment.

Office Location : Sinhad Road , Manikbag, Pune

Duration : 6 months

Start date : 10th Feb 2023

We wish you good luck and hope to have a long association with you.

HR, ProSer Digital Solutions

Date - 2 Dec, 2022

TO WHOMSOEVER IT MAY CONSERN?
(TRICA)

Dear Abhishek, (Bisadgar)

Greeting from IT Web Services! We are thankful & congrats to you, that you have got selected for the Web Developer Internship at our IT WEB SERVICES.

Internship Duration: 6 Months (Full Time). Your joining is dated from 5th Dec 2022.

As discussed, for the first three months we're working from home because Covid pandemic and then will join the office. You will get 6 months of Web Developer certificate & experience letter.

Your confirmation will be appreciated.

Document Requirements :

1. ID Proof
2. Address Proof
3. 2 Passport Size Photo
4. Graduate / PG certificate

For IT Web Services

Candidate Sign

IT WEB SERVICES

Proprietor



IT-IMPACT
UNIQUE GATEWAY PVT.LTD.

www.itimpactdeal.com

Ref no: IT/2023/40

TICA
Date: 02/02/2023

OFFER LETTER

Dear Harshal Sanjay Gandhi.

In reference to your application we would like to congratulate you on being selected for internship with **IT-Impact Unique Gateway PVT. LTD** Your training is scheduled to start effective **02/02/2023** for a period of 5 months. All of us at **IT-Impact Unique Gateway PVT. LTD** are excited that you will be joining our team!

As such, 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 in class. The project details and technical platform will be shared with you on or before training Again, congratulations and we look forward to working with you

Place: Pune.



IT-IMPACT
UNIQUE GATEWAY PVT. LTD

DIRECTOR

IT-IMPACT.

R.K. Whole Sale Market, First
Floor, Shop No:2, Sai
Chowk, Sec. A 14, Pimpri, Pune:
411017 Road Lane 2.SAI

Phone: 8856872671 / 8668220656

E-mail: Support@itimpactdeal.com

Corporate_office@itimpactdeal.com



Selection Letter

January 16, 2023

EXRTSPL/HRD/LOI/2023/03

To,

Vyankatesh Pimpale,

Pune,

Sub: Selection for the position of PHP Developer - Intern.

Dear Vyankatesh,

This is with reference to your application for a position of "PHP Developer - Intern" in our organization and subsequent interview you had with us. We are pleased to inform you that, you have been selected on probation. The details of Salary & employment shall be as discussed with you. The detailed letter of Offer shall be issued to you on completion of Induction Program. Your date of joining would be **17th January 2023**

The company reserves the right to conduct background investigations and / or reference checks on all of its potential associates. Your "**Selection**", therefore, is contingent upon a clearance of such a background investigation and / or reference check if any.

You are advised to bring all the Testimonials / certificates / Latest salary proof / Recent 4 passport size photographs / Residential proof (Current & Permanent)/ Photo ID Proof copy / PAN Card copy/ Relieving letter from your present employer, at the time of joining.

You are advised to report the undersigned at **Exr Tech Solutions Pvt Ltd**, Pune office on joining.

Wish you hearty welcome and wish you best luck in your new assignment.

Thanking you,

For Exr Tech Solutions Pvt Ltd,

**Vrushali Shinde,
Director**



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College of Science, Pune -09

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PDS
TECHNOLOGY FOR BETTERMENT

ProSer Digital Solutions

Date : 21st Mar, 2023

Dear Divya Parande ,

TICA

We are pleased to offer you internship in ProSer Digital Solutions.

During the internship period, you will be working as Development Engineer and all the terms of employment would be binding on you as mentioned in the terms of employment.

Office Location : Sinhagad Road , Manikbag, Pune

Duration : 6 months

Start date : 10th Feb 2023

We wish you good luck and hope to have a long association with you.

HR, ProSer Digital Solutions

Received & Accepted



Ref. No. CDINT0028

1st March, 2023

To,
Miss. Rutuja Devendra Sonnis
Aundh, Pune -MH

M CA

Dear Rutuja,

Sub: Offer letter of "Internship for Quality Analyst"

I am pleased to inform your acceptance of a **Quality Analyst** internship position at Codexxa. Your first day of joining will be 1st March 2023 for four months. In addition to your duties outlined in the interview, you will report to your supervisor.

As an intern, you are not the company's employee; and therefore, will not receive health and compensation benefits. You understand that participating in the internship program is not an offer of employment.

During your internship, you will have access to the company's clients and confidential information. You agree that you will keep all this information and client information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits and on completion of the internship; you will return documents, equipment, and all property of the company.

In acceptance of the above term and conditions, please sign the duplicate copy of this letter and return it to us for our records.

We emphasize total dedication and upkeep of the lofty ideals our organization was started with.

We welcome you to associate with our organization and are confident you will feel proud to have the association.

Congratulations on the Internship. Welcome to the Codexxa family.

With
Best Wishes,
Your Sincerely,

tAyanS

tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

MCA

Date: 13/MAR/23

Extra Copy

Nitin Santosh Pawar
Pvg's College of Science, Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Nitin Santosh Pawar,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter. You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.

tAyan Solutions



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3rd Floor Lolage Comer, Karve Nagar Pune 411 052

Date:31/MAR/23

Pooja Ankush Bhosale
Pvg's College of Science, Parvati, Pune-411009

MCA

INTERNSHIP OFFER LETTER

Dear Pooja Ankush Bhosale,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter. You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.



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tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

MICA

Date:31/MAR/23

Sayali Rajaram Pawar
Pvg's College of Science, Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Sayali Rajaram Pawar,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.



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College of Science, Pune -09

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Selection Letter

November 11, 2022

TMCA

EXRTSPL/HRD/SL/2022/51

To,
Prachi Gujar
Pune

Sub: Selection for the position of Development Intern.

Dear Prachi,

This is with reference to your application for a position of "**Development Intern**" in our organization and subsequent interview you had with us. We are pleased to inform you that, you have been selected on probation. The details of Salary & employment shall be as discussed with you. The detailed letter of Offer shall be issued to you on completion of Induction Program. The **Date of Joining** will be **November 14, 2022**.

The company reserves the right to conduct background investigations and / or reference checks on all of its potential associates. Your "**Selection**", therefore, is contingent upon a clearance of such a background investigation and / or reference check if any.

You are advised to bring all the Testimonials / certificates / Latest salary proof / Recent 4 passport size photographs / Residential proof (Current & Permanent)/ Photo ID Proof copy / PAN Card copy/ Relieving letter from your present employer, at the time of joining.

You are advised to report the undersigned at **Exr Tech Solutions Pvt Ltd, Pune** office on joining.

Wish you hearty welcome and wish you best luck in your new assignment.

Thanking you,
For Exr Tech Solutions Pvt Ltd

Vrushali Shinde

Director

Exr Tech Solutions

312 3rd floor, Wing-C, "Shoppers Orbit", Above Big Bazaar, Vishrantwadi, Pune- 411015, Email:

business@exrtechsolutions.com



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

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tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

Date: 13/MAR/23

Nisha Sanjay Devkar
Pvg's College of Science, Parvati, Pune-411009

MCA

INTERNSHIP OFFER LETTER

Dear Nisha Sanjay Devkar,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter. You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.

tAyanS

tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

Date:13/MAR/23

Nisha Sanjay Devkar
Pvg's College of Science, Parvati, Pune-411009

MCA

INTERNSHIP OFFER LETTER

Dear Nisha Sanjay Devkar,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.

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College of Science, Pune -09

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tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

[Handwritten Signature]

for tAyan Solutions
(Director)

AGREED TO AND CONFIRMED:

Student Name: Nisha Sanjay Devkar

Signature: *[Handwritten Signature]*

Date: 14/3/2023

Place: Pune.

represent

3 Mar 2023

7CA

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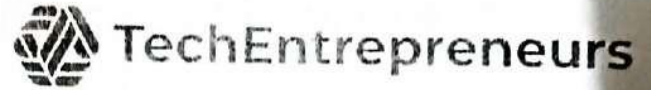
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College of Science, Pune -09

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2022-23



Date: 13 Mar 2023

Prasad Kumbhar

PVG's College of Science, Parvati, Pune-411009

MCA

8

INTERNSHIP OFFER LETTER

Dear Prasad,

TechEntrepreneurs is pleased to offer you internship and this letter confirms the terms of your internship with TechEntrepreneurs for the position of Trainee.

Period: from 13th March 2023 for next 5 months

A letter approving the internship at TechEntrepreneurs (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

TechEntrepreneurs is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of TechEntrepreneurs.



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College of Science, Pune -09

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This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

for TechEntrepreneurs

S.R. Kulkarni

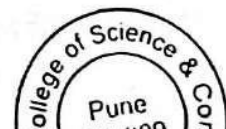
S.R. Kulkarni
Co-Founder

----- AGREED TO AND CONFIRMED:

*Received
And
Accepted.*

Student Name: **Prasad Kumbhar**

Signature: *P.K. Kumbhar*
14/03/2023
Pune





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

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5.2.1

2022-23



Date: 13 Mar 2023

Rugwed Patharkar

PVG's College of Science, Parvati, Pune-411009

M A

INTERNSHIP OFFER LETTER

Dear Rugwed,

TechEntrepreneurs is pleased to offer you internship and this letter confirms the terms of your internship with TechEntrepreneurs for the position of Trainee.

Period: from 13th March 2023 for next 5 months

A letter approving the internship at TechEntrepreneurs (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

TechEntrepreneurs is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of TechEntrepreneurs.





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College of Science, Pune -09

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tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

TTC A

Date:13/MAR/23

Pranav Patange
Pvg's College of Science, Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Pranav Patange,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.

tAyanS

tAyan Solutions

3rd Floor Lorage Comer, Karve Nagar Pune 411 052

This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

Amira

for tAyan Solutions

(Director)

AGREED TO AND CONFIRMED:

Student Name: Pranav Patange

Signature: *Pranav P*

Date: 14/03/2023

Place: PUNE



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

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2022-23



Date: 13 Mar 2023

MCA

Chinmay Wagh

PVG's College of Science, Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Chinmay,

TechEntrepreneurs is pleased to offer you internship and this letter confirms the terms of your internship with TechEntrepreneurs for the position of Trainee.

Period: from 13th March 2023 for next 5 months

A letter approving the internship at TechEntrepreneurs (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

TechEntrepreneurs is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of TechEntrepreneurs.

Regd No.:MH/26/D0128611

04th March 2023

TACA

Name: Mr. Sourabh Sharad Chavan
Address: A/p: Pune-411030.

Dear Sourabh,

Welcome to **Vertical Software**,

I am pleased to have you as part of our team. I foresee your potential skill as a valuable contribution to our company and clients. Your appointment as **Java Developer Intern** will commence on the date as **06th March 2023**.

As an intern member you will be on probation period for five months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at **Vertical Software** is dependent on your successful completion of the probationary period. You will be entitled to all **allowances and benefits** whatsoever decided by the management.

Leave and other company policies are available at **Annexure A** new policies are reviewed and posted at our website from time to time by the management of Vertical Software for your benefit.

Your below signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining Vertical Software on the given date.

I am looking forward to working with you.

Sincerely,

For Vertical Software



Mr. Ankire Sudh

tAyanS

tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

MCA

Date:13/MAR/23

Prathamesh Galinde
Pvg's College of Science,Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Prathamesh Galinde,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter. You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.

tAyanS

tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

Amiraj

for tAyan Solutions

(Director)

AGREED TO AND CONFIRMED:

Student Name: Prathamesh Galinde

Signature: *Prathamesh Galinde*

Date: 14-03-2023

Place: Pune.

16th February, 2023

Mr. Nihar Konkar,
Plot No 12B, Sadguru Niwas Hsg Society,
Sinhgad Road, Manikbaug,
Pune, 411.51
Mobile: +91- 8830817784
Email: konkamihar@gmail.com

INTERNSHIP OFFER LETTER

Dear Mr Nihar Konkar,

Montezuma is pleased to offer you internship and this letter confirms the terms of your internship with Montezuma Private Limited for the position of **Business Development Trainee**.

Period: 17th Feb 2023 to 16th July 2023

A letter approving the internship at Montezuma (or **No-Objection-Certificate**) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for 'work experience' and Montezuma is not responsible for fulfilling any of the academic requirements including evaluation of work. You shall be required to work with other Montezuma staff on current projects.

You shall be paid **Rs. 12000/-** per month as **Stipend**. Taxes, if applicable, will be to your account. You are required to submit a copy of your **PAN** (Income Tax Permanent Account Number) card.

You will primarily work out of the Company's **Pune** office and travel on an as-needed basis. You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of Montezuma.

This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience! .

Sincerely,



AGREED TO AND CONFIRMED:

Name : Chaintany Kulkarni
Designation: Head, Product Division

Signature

Candidate Name: Nihar Konkar

Signature



MONTEZUMA
Technology | Innovation | Analytics

TTC

16th February, 2023

Ms. Akanaksha Pramod Pawar,
House No 6140, Teclo Colony,
S No 46/6, Datta Nagar,
Ambegaon, Pune 411046.
Mobile: +91- 7219187993
Email: akankshapawar141@gmail.com

INTERNSHIP OFFER LETTER

Dear Ms. Akanksha Pawar,

Montezuma is pleased to offer you an Internship and this letter confirms the terms of your Internship with Montezuma Private Limited for the position of **Business Development Trainee**.

Period: 17th Feb 2023 to 16th July 2023

Letter approving the internship at **Montezuma** (or **No-Objection-Certificate**) from the **Institute** where you are currently pursuing the academic course should be submitted within two weeks. This offer is for 'work experience' and Montezuma is not responsible for fulfilling any of the academic requirements including evaluation of work. You shall be required to work with other **Montezuma** staff on current projects.

You shall be paid **Rs. 12000** per month as **Stipend**. Taxes, if applicable, will be to your account. You are required to submit a copy of your **PAN** (Income Tax Permanent Account Number) card.

You will primarily work out of the Company's **Pune** office and travel on an as-needed basis. You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of Montezuma.

This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience! .

Sincerely,



AGREED TO AND CONFIRMED:

Name : **Chaitanya Kulkarni**
Designation: Head, Product Division

Signature

Candidate Name: **Akanksha Pawar**

Signature

Montezuma (P) Limited is a private limited company incorporated in India, CIN U72200PN2014PTC151552

A-801, Vascon Willows, Baner, Pune 45 | <http://montezuma.co.in> | +91.9860149752 | montezumaindia@outlook.com

tAyanS

tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

Date:13/MAR/23

TACA

Abhishek Biradar
Pvg's College of Science, Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Abhishek Biradar,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter. You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.

tAyan Solutions

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3rd Floor Lolage Corner, Karve Nagar Pune 411 052

This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

Amrta

for tAyan Solutions

(Director)

AGREED TO AND CONFIRMED:

Student Name: Abhishek Biradar

Signature: *Abhishek*

Date: 14/03/2023

Place: Pune

tAyan Solutions



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

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2022-23

tAyanS

tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

Date: 14/MAR/23

Rushikesh Balasaheb Kadlag
Pvg's College of Science, Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Rushikesh Balasaheb Kadlag,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.



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3rd Floor Lolage Comer, Karve Nagar Pune 411 052

MICA

Date:14/MAR/23

Rohit Ravindra Nair
Pvg's College of Science, Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Rohit Ravindra Nair,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter. You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.

tAyan Solutions



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

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NAAC Cycle 2

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2022-23

tAyanS

tAyan Solutions

3rd Floor Lolage Corner, Kerve Nagar Pune 411 052

Date 13/MAR/23

Jadhav Ritika Ganesh
Pvg's College of Science, Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Jadhav Ritika Ganesh,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.

tAyanS

tAyan Solutions

3rd Floor Lohage Corner, Karve Nagar Pune 411 052

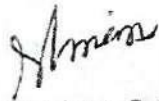
This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,



for tAyan Solutions
(Director)

AGREED TO AND CONFIRMED:

Student Name: Jadhav Ritika Ganesh

Signature: Ritika J

Date: 16/03/2023

Place: Pune

tAyan Solutions

Received & Accepted

Ritika J

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tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

MCA

Date:13/MAR/23

Shivani Shivaraj Muley
Pvg's College of Science, Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Shivani Shivaraj Muley,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter. You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.

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College of Science, Pune -09

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This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

for tAyan Solutions

(Director)

AGREED TO AND CONFIRMED:

Student Name: Shivani Shivaraj Muley

Signature:

Date: 14.03.2023

Place: Pune

tAyan Solutions

Received & Accepted

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tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

MICA

Date: 13/MAR/23

Kirti nilu shinde
Pvg's College of Science, Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Kirti nilu shinde,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter. You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.

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You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

Shrinay

for tAyan Solutions

(Director)

AGREED TO AND CONFIRMED:

Student Name: Kirti nilu shinde

Signature: *K Shinde*

Date: 14/03/2023

Place: pune

Received & Accepted

tAyan Solutions

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3rd Floor Lolage Corner, Karve Nagar Pune 411 052

MCA

Date:13/MAR/23

Amey Rajendra Bhoite
Pvg's College of Science, Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Amey Rajendra Bhoite,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.

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tAyan Solutions

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This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,


for tAyan Solutions
(Director)

AGREED TO AND CONFIRMED:


Student Name: Amey Rajendra Bhoite

Signature: 

Date: 15-03-2023

Place: Pune

tAyan Solutions

Received and accepted
15/03/23 



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

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3rd Floor Lolage Corner, Karve Nagar Pune 411 052

MCA

Date:13/MAR/23

Siddhi Dugad
Pvg's College of Science, Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Siddhi Dugad,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.



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

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2022-23

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This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

for tAyan Solutions

(Director)

AGREED TO AND CONFIRMED:

Student Name: Siddhi Dugad

Signature:

Date: 15/3/23

Place: Pune



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

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2022-23

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tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

MCA

Date: 13/MAR/23

Siddhi Shrikant Shirole
Pvg's College of Science, Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Siddhi Shrikant Shirole,

tAyan Solutions is pleased to offer you internship and this letter confirms the terms of your internship with tAyan Solutions for the position of Trainee.

Period: from 16th March 2023 for next 4 months

A letter approving the internship at tAyan Solutions (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

tAyan Solutions is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of tAyan Solutions.

tAyanS

tAyan Solutions

3rd Floor Lolage Corner, Karve Nagar Pune 411 052

This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

Dear Saubhik,

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

Yours sincerely,

Amim

for tAyan Solutions

(Director)

AGREED TO AND CONFIRMED:

Student Name: Siddhi Shrikant Shirole

Signature: *Siddhi Shirole*

Date:

Place:



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



Date: 13 Mar 2023

MCA

Sourabh Patil

PVG's College of Science, Parvati, Pune-411009

INTERNSHIP OFFER LETTER

Dear Saurabh,

TechEntrepreneurs is pleased to offer you internship and this letter confirms the terms of your internship with TechEntrepreneurs for the position of Trainee.

Period: from 13th March 2023 for next 5 months

A letter approving the internship at TechEntrepreneurs (or No-Objection-Certificate) from the Institute where you are currently pursuing the academic course should be submitted within two weeks. This offer is for internship experience only.

TechEntrepreneurs is not bound to further commitment of employment with the company after internship period ends which is mentioned in the letter.

You will also be subject to the Company's standard terms, rules and regulations.

You further represent and warrant that, during the internship period with the Company, you will not utilize or disclose any confidential information including proprietary Software and Design in any form which may harm the interest of TechEntrepreneurs.



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



A

This confirmation letter represents the entire understanding, practice and agreement (whether written or oral) between you and the Company with respect to the terms of your internship. No money trade is involved in the format of stipend and asks for project fee from both entities.

You are requested to sign this letter confirming your agreement to the terms outlined above.

We sincerely hope that this internship will turn out to be a great learning & working experience!

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

Yours sincerely,

for TechEntrepreneurs

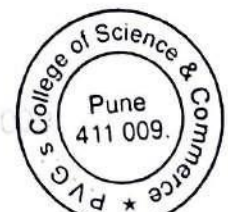
S.R.Kulkarni

S.R. Kulkarni
Co-Founder

----- AGREED TO AND CONFIRMED:

Student Name: **Sourabh Patil**

Signature:





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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23

TECNOvibes
expand-enrich-enhance

MICA

Date: - 12/02/2023

Sohel M Sharif Bacchubhai
PVG's College of Science, Pune
Parvati Pune-411009

Subject: Internship Training in Front-End Developer

Dear Sohel Bacchubhai,

In reference to your application, we would like to congratulate you on being selected for an internship with **Tecnovibes Digital Services Pvt. Ltd.** based at **Tilak Road, Pune.** Your training is scheduled to start effective **15/02/2023** for a period of 6 months. All of us at **Tecnovibes Digital Services Pvt. Ltd.** are excited that you will be joining our team!

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

The project details and technology platform will be shared with you on or before the commencement of the training

You should report for training at the following address:

Tecnovibes Digital Services Pvt. Ltd.
Tilak Road, Pune
Pune-411030

Contact Person: Amit Kasabe

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

Yours sincerely,
for **Tecnovibes Digital Services Pvt. Ltd.**

Neelima Shahane

Director



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



SGMS INFOTECH LLP

Office No.4, SN 26, ABC Junction,
Front of Akurdi Railway Station,
Nigadi Pradhikaran, Pune - 411044
Email ID : contact@sgmsinfotech.com
Web : www.sgmsinfotech.com
Contact : +91 8275329929

Ref. No. : SGMS/2023/JI0024

Date : 23 / 02 / 2023

Internship Joining Letter

MCA

To,
PVG'S College of Science & commerce ,
Pune 411009

Subject: Confirmation of the Project work and Accepting your Student as Project Interns.

Respected Sir/Madam,

It to bring your kind notice that **Mr. Kunal Yogesh Rananaware** has been short listed in our organization as a Project Intern on Java Platform for a period of **23 February 2023 To 22 June 2023**, within the period, intern is expected to follow the entire stipulated rule and regulation put forwarded by the Organization.

During the training process, the Project trainees are subjected to vital information, which is very crucial and personal to the organization. The secrecy of the information should be protected at every stage. The information provided by the trainee is consider to be the soul proprietary of the SGMS Infotech LLP, and if founded to be leaked under any circumstances, Project trainee is subjected to face the legal action taken by the legal cell of SGMS Infotech LLP.

If the trainee accepts the offer, within the specified legal guideline of SGMS Infotech LLP, Please attest the same with your initials along with the initials of the trainee and return the same in duplicate to organization at the time of him/her joining the project work. The trainee also should submit curriculum vitae with all necessary details for our official reference and attendance will be send to for the academic references.



R. Surang

SGMS Infotech LLP



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23

Splashgain
Make IT Different!

1st December 2022

Offer Letter

To,

Diksha Palande,

Dear Diksha,

This has reference to your application and subsequent interview you had with us for a suitable opening at Splashgain Technology Solutions Pvt. Ltd.

1. We are pleased to offer you the post of "**Intern: Software Engineer**" in our company. Your appointment will date from 2nd January 2023. This offer is based on your profile.

Duration of Internship 2nd January 2023 till 30th June 2023.

Internship Training and Task Management

You would be assigned one or more mentors to guide you during your internship period. You would be assigned some of the online courses. You need to complete learning process with the help of those online courses. You would be provided with source code of the various platforms of the organization for understanding and debugging purpose. You would need to understand concepts, code using debugging and knowledge session.

2. At and from the date of your appointment and till further notice your name will be on the establishment of Pune office.

You are entitled for the stipend as per following Rules



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23

Splashgain
Make IT Different!!

Working Days: Monday to Friday. However if need arises you may need to work on Saturday/ Sunday. We follow hybrid work mode, so you need to visit the office 2 to 4 times in a week.

You would work full time as Intern. Typical office timings are 10:00am to 7:00pm. However since this would be hybrid work mode internship, you can adjust your timings according to your preference.

3. On joining you might be required to undergo training /probation period for 12 weeks. Your service/internship may be terminated during the training period if your performance does not satisfy our evaluation criteria.

During your internship your performance will be evaluated in terms of ability to complete task in quick time, ability to understand functionality, providing useful suggestions, learning new technology, processes etc. Based on your performance, if you satisfy our evaluation criteria then organization would issue offer letter of permanent employment in July 2023.

4. You are suppose to keep all the work done (as an Intern of Splashgain Technology Solutions Pvt Ltd) confidential. If any associate found sharing or disclosing company documents, codes or any other work, company holds all the rights to terminate internship and file case against such person.
5. On joining you would need to sign Employee confidentiality and Non-disclosure agreement with the company.
6. The terms and conditions set out in this Offer Letter constitute service conditions applicable to your employment in the organization and with regard to any dispute arising thereof, the Pune Court will have exclusive jurisdiction.

(Handwritten signature)



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23

Splashgain
Make IT Different!

I accept the above offer and my date of joining is :

Name: Diksha Satish Palande Date: 2/01/2023

Signature: 

Internship: Software Engineer

- Understanding current Product/ Platform/ software workflow
- Assisting software developers for implementation of defects/ enhancements in current software features.
- Working on .net core, c#, SQL, Cloud technology.
- Working on Data Analysis, Machine Learning, AI algorithms using various tools and technologies



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

PVGCOS

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2022-23



Dated: 09/03/2023

Copy
MCS

To Whomsoever It May Concern

This is to confirm that Mr. Aniket Sunil Mane (Employee ID: 182300) is a bonafide Employee of the company since 05/08/2021 and is designated as Associate Technical & Business Operations Analyst.

This certificate is issued to Mr. Aniket Sunil Mane on his request to apply for Higher Studies in his personal capacity.

This certificate is not to be considered as a Service Certificate.

Thanking You
Yours Truly,

**NISCHAL
MOHAN**

Nischal Mohan
HR Employee Services Manager

Digitally signed by
NISCHAL MOHAN
Date: 2023.03.09 17:43:19
+05'30'

Amdocs Development Centre India LLP

Registered Office: 6th Floor, Tower - 2, Cybercity, Magarpatta,

Hadapsar, Pune - 411013 Maharashtra, India

Tel: +91-20-40153000, Email: AmdocsIndia@amdocs.com

www.amdocs.com

Amdocs Development Centre India Private Limited having CIN: U72200PN2004PTC018852 converted into Amdocs Development Centre India LLP (A limited liability partnership with LLP with LLP Identification Number: AAI-6901) effective 28th Feb 2017



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



Thursday, 6 October 2022

Private and confidential

Yogesh Shivaji Sawant
Vita, Sangli, Maharashtra 415311, Tal - Khanapur District - Sangli

Offer of Employment

Dear Yogesh,

I am delighted to offer the role of Junior Software Developer with SuperannuationOps Private Limited (SuperConcepts) on the employment terms set out in this letter and in the attached, 'Working at SuperConcepts - Terms & Conditions' document, collectively referred to as your employment Agreement. Outlined below is a summary of the key terms of your offer of employment. If you have any questions regarding the terms and conditions set out in this Agreement, please contact Shrikant Chavan.

Position

You will be employed on a permanent basis in the role of Junior Software Developer.

Start Date

- Your commencement date is Thursday, 6 October 2022.

Hours of Work

- You will be employed on a permanent full-time basis and your ordinary hours of work are 45 hours per week.
- Ordinary business hours are between 7:30am till 7:30pm, Monday to Saturday and it is expected you will work during these hours. Required working hours will be determined by your leader and you will be advised upon commencement when you are required in the office.

Remuneration & Benefits

- You will be paid ₹25,000.00 cost to company (CTC), including tax, applicable allowances, Employee Provident Fund (EPF) and Employees' State Insurance (ESI) per month. Further information about your CTC can be found in Schedule A.

Location of Work

- You will be based in the Pune Office
- SuperConcepts may reasonably require you to work at other locations, including interstate and overseas. SuperConcepts may at its sole discretion, second, depute, assign and / or transfer your employment to any office in India or overseas or to any of its affiliates or to any third parties.

Probation Period

- You will have a Probationary Period of 6 months. Either you or SuperConcepts can give 2 weeks' notice in writing during the probationary period and SuperConcepts can elect to provide 2 weeks' pay in lieu of notice. SuperConcepts reserves the right to extend your probationary period if your performance or behaviour is not to the expected standards.

SUPERANNUATIONOPS PRIVATE LIMITED

Corporate Identity Number: U74999TN2017FTC115159

162 & 163, Second Floor, Kodambakkam High Road, Chennai - 600 084



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



To confirm your acceptance of this offer, please sign below and return a scanned copy of all pages of the agreement via email to within 7 days of the date of this letter. You should retain a copy for your own records. If we do not receive your acceptance within 7 days, the offer will lapse.

Congratulations on your new role, we are looking forward to welcoming you to the SuperConcepts team!

Yours sincerely,

Natarajan Arumugam
Head - People & Culture, India

Offer Acceptance

I have read and agree to the conditions given in this letter and the attached document, 'Terms & Conditions'. I also acknowledge:

- I have had reasonable opportunity to obtain legal advice regarding this offer;
- I have not relied on any promises or assurances except those provided in this offer; and
- I have not been placed under any undue pressure to accept this offer.

Signature

6 Oct. 2022

Date

Terms and Conditions

Role

- | | |
|--------------------------------|---|
| 1. Duties and responsibilities | 4 |
| 2. Hours | 4 |

Remuneration and Benefits

- | | |
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| 4. Benefits | 5 |

Conditions of Employment

- | | |
|---|---|
| 5. Leave | 5 |
| 6. Policies and Procedures | 5 |
| 7. Confidentiality | 5 |
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Leaving SuperConcepts

- | | |
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About this Agreement

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Schedule A - First to Company

	10
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Role

1. Duties and responsibilities

- 1.1. You will be employed on a permanent full-time basis as Junior Software Developer or such other position determined by SuperConcepts from time to time commensurate with your skills. SuperConcepts may reasonably require you to be employed by a **Related Body Corporate**.
- 1.2. SuperConcepts may vary your duties and responsibilities from time to time, in consultation with you.

2. Hours

You may be required to work reasonable additional hours, outside your normal working hours including on weekends and public holidays, to perform the duties of your role. Your remuneration package includes compensation for all hours worked.

Remuneration and Benefits

3. Pay and incentives

3.1. Salary

- 3.1.1. Your full time CTC will be ₹25,000.00 per month.
- 3.1.2. Your CTC is paid in satisfaction of all hours worked by you.
- 3.1.3. SuperConcepts may vary the type or value of the components of your CTC at its discretion, as long as this does not reduce the total amount of your CTC. The components of your CTC may be varied based *inter alia* on merit considering the periodic and consistent overall performance, business conditions and other parameters as SuperConcepts may determine at its sole discretion. A change in the salary structure is subject to SuperConcepts discretion and shall not be considered as a matter of right available to you.
- 3.1.4. Your CTC will be reviewed annually
- 3.1.5. All payments you receive pursuant to your appointment as an employee of SuperConcepts would be subject to statutory deductions as per applicable law including but not limited to tax deduction at source. SuperConcepts may withhold from any amounts payable to you; such central, state and local taxes 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. You shall be solely responsible for all personal and other taxes, as relevant, including the preparation and filing of such tax returns with the appropriate authorities.
- 3.1.6. If, you become indebted to SuperConcepts for any reason during your employment under this Agreement, SuperConcepts may, if it so elects, set off any sum you may have due to it against the compensation payable to you, and collect any remaining balance you.

3.2. Gratuity

- 3.2.1. Upon cessation of your employment, you may be entitled to gratuity, as calculated under the Payment of Gratuity Act, 1972.

3.3. Statutory Bonus

- 3.3.1. You shall be entitled to bonus under the Payment of Bonus Act, 1965, if applicable.

4. **Benefits**

4.1. **Discretionary Benefits**

In addition to your CTC, SuperConcepts may provide you with other benefits. These benefits may cease, or the basis on which they are provided be changed, from time to time at the discretion of SuperConcepts.

Conditions of Employment

5. **Leave**

5.1. **Earned leave, casual leave and sick leave** - you are entitled to leave in accordance with the provisions of applicable law

5.2. **Maternity benefit** - you may be entitled to maternity benefit under the Maternity Benefit Act, 1961.

5.3. Please refer to the SuperConcepts leave policy for additional details on the leave you will be entitled to.

6. **Policies and Procedures**

You are directed to read and comply with the obligations imposed on you within the SuperConcepts policies and procedures as they relate to your employment. These policies and procedures may be varied by SuperConcepts from time to time, and you are directed to comply with such variations. Such policies and procedures do not form part of your contract of employment with SuperConcepts including where such policies are referred to in this Agreement.

7. **Confidentiality**

7.1. All information regarding SuperConcepts business and affairs and that of its clients and employees which is not publicly available is confidential information and must be treated in the strictest of confidence by you during your employment and following the end of your employment. Confidential information means all confidential information of SuperConcepts including but not limited to sensitive financial information, trade secrets and sensitive know-how or any sensitive information relating to the affairs of a client.

7.2. Both during and after your employment, you must not copy, store, use or disclose any confidential information of which you become aware, except in the proper course of your employment and with the prior approval of SuperConcepts and (where applicable) any person to whom the information relates.

8. **Privacy**

You agree that you have read and understood the Privacy Policy included with your employment pack. You consent to SuperConcepts collecting using and transferring personal information about you in accordance with that statement and as otherwise notified from time to time.

9. **Other employment and business interests**

During your employment you must not, without the prior written approval of SuperConcepts, undertake other employment or be engaged in any capacity in any other business which may adversely affect the performance of your duties or responsibilities as an employee, or be concerned or interested in any business of a similar nature or competitive with that carried on by SuperConcepts (other than as a customer or shareholder of less than 1% of the issued capital of a publicly listed company).

10. Intellectual Property Rights and Moral Rights

- 10.1. 'Intellectual Property Rights' means all current and future registered and unregistered intellectual property rights in relation to any copyright, patents, inventions, discoveries, designs, trademarks, domain names, trade secrets, know-how and the right to have confidential information kept confidential.
- 10.2. 'Moral Rights' means the right of integrity of authorship (that is, not to have a work subjected to derogatory treatment), the right of attribution of authorship of a work, and the right not to have authorship of a work falsely attributed. Moral Rights applies in respect of any Intellectual Property Rights.
- 10.3. You assign to SuperConcepts all Intellectual Property Rights created or generated by you (whether alone or with any other persons) in the course of, in connection with or arising out of your employment with SuperConcepts.
- 10.4. You acknowledge that you may have Moral Rights. You agree to waive your Moral Rights and voluntarily and unconditionally consent to all or any acts or omissions by SuperConcepts or persons authorised by SuperConcepts, which would otherwise infringe your Moral Rights.
- 10.5. You must execute all documents and do all acts and things required by SuperConcepts to enable it to register, exploit and further assure the rights assigned, and consents given under subclause 0.
- 10.6. This clause continues to apply post the termination of your employment.

11. Background Checks and Warranties

- 11.1. This offer, and/or any ensuing employment with SuperConcepts including any offer of a new position, is strictly subject to SuperConcepts being satisfied with the results of any pre-employment background checks, your eligibility to work legally in India, satisfactory reference checks (if relevant) and any further background checks which may be required from time to time during the period of your employment. SuperConcepts reserves the right to withdraw this offer at any time or terminate without notice any contract formed should the background/reference checks not be satisfactory.
- 11.2. You warrant and agree that you have brought to the attention of your new Manager, or will bring to the attention of your new Manager, any matters now or in the future involving yourself that may affect SuperConcepts' brand or reputation including investigations by a law enforcement agency or other government agency, criminal or civil proceedings, or criminal or civil judgment against you in respect of:
- 11.2.1. criminal matters (other than a minor traffic offence);
 - 11.2.2. bankruptcy, insolvency or creditor arrangements; and
 - 11.2.3. fraud, misrepresentation or dishonesty.
- 11.3. This offer, and your ongoing employment with SuperConcepts, is conditional upon you being able to provide the above warranties and agreements.

12. Accuracy of Information

You declare that all of the information provided by you to SuperConcepts is true and correct. You acknowledge that if you knowingly provide information which is untrue or incorrect, it may amount to serious misconduct and may result in your employment being terminated without notice.

13. Workplace surveillance

- 13.1. SuperConcepts notifies you that it carries out ongoing, intermittent surveillance of the use of computer and other electronic and communications systems by employees – including emails, internet and files (including files stored on employees' work computers).
- 13.2. The surveillance is carried out by all means available to SuperConcepts which may include:
- 13.2.1. accessing employees' email account or emails;
 - 13.2.2. accessing files and other information contained on employees' computers, storage devices or communications devices.

- 13.2.3. accessing records of internet usage by employees (including sites and pages visited), files downloaded, video and audio files accessed and data input), and
- 13.2.4. use of monitoring, logging and automatic alerting software and other specialised software

Leaving SuperConcepts

14. Termination

14.1. Your employment may be terminated at any time by you or SuperConcepts giving 8 weeks' notice in writing or by SuperConcepts making a payment to you equal to the salary (less the costs of any applicable benefits tax or other taxes which are included as part of your salary) you would have received had you worked during the notice period

14.2. During the notice period, SuperConcepts may require you to:

- 14.2.1. not attend for work but remain available and contactable for duties;
- 14.2.2. perform duties other than your usual duties that you are adequately skilled and qualified to perform;
- 14.2.3. not contact clients, employees or other business associates of SuperConcepts or SuperConcepts confidential information;
- 14.2.4. Serve SuperConcepts diligently; or
- 14.2.5. any combination of the above.

14.3. Misconduct

SuperConcepts may terminate your employment at any time without prior notice if you engage in misconduct, including, without limitation:

- 14.3.1. a breach of this Agreement or your employment obligations;
- 14.3.2. a serious or persistent breach of SuperConcepts policies or procedures;
- 14.3.3. deliberately engaging in behaviour inconsistent with the continuation of your employment;
- 14.3.4. conduct that risks a person's health or safety, or the reputation, viability or profitability of SuperConcepts;
- 14.3.5. theft, fraud, dishonesty, misrepresentation or assault;
- 14.3.6. being intoxicated or under the influence of illicit drugs at work,
- 14.3.7. refusing to carry out a lawful and reasonable instruction.

14.4. What happens after termination

If your employment is terminated for any reason:

- 14.4.1. SuperConcepts may deduct any amount it owes you from any amount you owe SuperConcepts, except where it is not legally entitled to do so
- 14.4.2. You must return all property of SuperConcepts on termination. This includes, but is not limited to, property leased by SuperConcepts, confidential information, machine readable material, software, computers, credit cards, keys and vehicles.
- 14.4.3. SuperConcepts may require you to assist in any legal proceedings against it or, where relevant to your role, any affiliate or related body corporate up to 7 years after your employment ends, and will reimburse you for any associated costs.

At the time of cessation of your employment with the Company, you may be required to execute a separation and release agreement.

15. **Post-Employment Restraints**

15.1 In your position you have or will have influence over SuperConcepts and its affiliates and related bodies corporate (Group) clients, employees and contractors, and will continue to have access to confidential information as defined in this Agreement.

15.2 You acknowledge that the restrictions set out below that operate after your employment with SuperConcepts ends are reasonable and necessary to protect the Group's business.

15.3 You agree and undertake that during the term of your employment and for a period of one year following the date of your termination for any reason whatsoever, you shall not directly or indirectly be interested in, engage in, be concerned with, or provide services or trade in goods, whether solely or with others, whether as an employee, officer, director, agent, partner, consultant, member of any company or other commercial enterprise or otherwise, to or with any competitor, SuperConcepts Client and/or any affiliate of SuperConcepts.

You agree and undertake that during the term and for a period of one year from the date of your termination, you shall not, directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function): (a) seek, canvas, solicit or accept or provide from or to any Person, (which term includes an individual, corporation, partnership, limited liability company, association, trust or other entity or organisation, including a government or political subdivision or an agency or instrumentality thereof) who is a SuperConcepts Client, any services or business of the type offered by SuperConcepts and/or its affiliates; (b) seek to persuade any SuperConcepts Client or prospective SuperConcepts Client not to conduct or renew any services or business with SuperConcepts and/or its affiliates, or to terminate such business; or (c) seek to employ, solicit or entice away, or encourage anyone else to do so, from SuperConcepts and its affiliates, any employee, who is currently employed or was employed by SuperConcepts and/or its affiliates one year prior to such solicitation (whether or not such person is a full-time employee).

About this Agreement

16. Entire Agreement

- 16.1. This Letter of Offer and 'Terms and Conditions' document make up the entirety of the agreement between you and SuperConcepts in respect of your employment
- 16.2. This Agreement supersedes any prior agreement, understanding or negotiations you may have had with SuperConcepts and any prior condition, warranty, indemnity or representation imposed, given or made by either SuperConcepts or yourself in the past in relation to its subject matter
- 16.3. If some or all of any clause in this Agreement is found to be illegal or unenforceable it will be deemed to be removed. In that case, the rest of the Agreement will remain in force
- 16.4. If at any time you or SuperConcepts do not insist a clause in this Agreement is enforced, it does not mean you or SuperConcepts waive the right to enforce it, or any other clause of the Agreement in future.
- 16.5. Any confirmations given by you as part of this Agreement can be relied on by SuperConcepts as a warranty. A warranty is an assurance that a statement of fact is true and can be relied upon.

17. Governing law

The governing law of this Agreement will be the law of India.

18. Definitions

- 18.1. 'SuperConcepts client' is defined as any person who is, or was during the last 12 months of your employment, a client of any Group company including a person who conducts or conducted business with a Group company; who invests or invested in SuperConcepts funds or assets; who promotes or promoted investment in SuperConcepts funds or assets, who uses or used SuperConcepts products or services; who has purchased or invested in SuperConcepts products or services, or proposes to do so; a person to whom a financial services licensee of a Group company or their representative, has provided financial services or proposes to do so; and/or a person with whom a Group company, financial services licensee or their representative, was having negotiations or discussions with regarding that person becoming a SuperConcepts client, during the last 3 months of your employment.
- 18.2. 'SuperConcepts funds or assets' means funds or assets established, developed, promoted or managed by SuperConcepts. This includes, but is not limited to, general ledger and financial reporting software products or services provided to self-managed superannuation funds and administration services provided to self-managed superannuation funds that are developed, promoted, or provided by SuperConcepts and any related bodies corporate in the geographical area and any other location where SuperConcepts conducts business or sources customers and clients.
- 18.3. 'Person' includes an individual person, a company, a partnership, a firm, a trust, and any other entity.

Schedule A – Cost to Company

Your CTC consists of the following

Base salary	₹12,500.00
House allowance	₹5,000.00
Special allowance	₹4,959.00
Statutory bonus	₹1,041.00
Employee Provident Fund (EPF)	₹1,500.00
Cost to Company (CTC)	₹25,000.00

Date: 5/9/2023

Pre Placement Offer

BSC

Soham Vikas Jagtap

Dear Soham Vikas Jagtap,

With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Analyst in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successfully completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

Your Minimum Remuneration would be Rs. 27000.00/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm regards,


Human Resource Department

+ 91 77000 01403

info@aimspune.co.in

www.aimspune.co.in

2nd Floor, Dnyaneshwar CHS, Above Cafe Peter, Opp Shankar Maharaj Math,
Pune Satara Road, Dhankawadi, Pune-411043



Date: 5/9/2023

BCS

PRE PLACEMENT OFFER

Abhishek Arjun Palaskar

Dear Abhishek Arjun Palaskar,

With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successfully completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

Your Minimum Remuneration would be Rs. 25000/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm Regards,

[Signature]

HR Department

+91 902 148 7839

info@aimspune.co.in

www.aimspune.co.in

Address: Sr. No 51/2A, Navle Icon 3rd floor Office No. 301, Opp NavleBridge, Mumbai,
Bangalore Highway, Narhe, Pune, Maharashtra 411041

Date: 5/8/2023

BCS

Pre Placement Offer

Shubhashree Navnath Somse

Dear Shubhashree Navnath Somse,

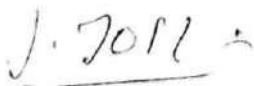
With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Analyst in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successfully completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

Your Minimum Remuneration would be Rs. 27000.00/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm regards,



Human Resource Department

+ 91 77000 01403

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📍 2nd Floor, Dnyaneshwar CHS, Above Cafe Peter, Opp Shankar Maharaj Math,
Pune Satara Road, Dhankawadi, Pune-411043

Date: 5/9/2023

Pre Placement Offer

BCS

Atharva Abhijit Kelkar

Dear Atharva Abhijit Kelkar,

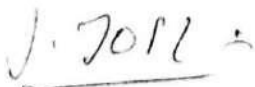
With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Analyst in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successfully completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

Your Minimum Remuneration would be Rs. 27000.00/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm regards,



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



Copy

Date: 5/9/2023

Pre Placement Offer

BCS

Soham Vikas Jagtap

Dear Soham Vikas Jagtap,

With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Analyst in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successfully completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

Your Minimum Remuneration would be Rs. 27000.00/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm regards,

J. J. J. J.

Human Resource Department



Date: 26 December 2022

Internship

BSC

INTERNSHIP LETTER

This is to certify that Miss Vaishnavi Waghmare, has completed Software Developer Training at Smart Solutions from 11 October 2021-26 December 2022 under the guidance of Mr Anjan Malusare, Developer -IT Department.

Vaishnavi has completed her internship. She is hardworking and her skills as developer are good.

Her conduct and behaviour during the above period was good.

We wish her best of luck in all her future endeavours.

Sincerely,

Radhika

HR & Admin Executive





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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



Date: 5/3/2023

BCS

Pre Placement Offer

Sai Rajesh Phapale

Dear Sai Rajesh Phapale,

With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Analyst in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successful completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

Your Minimum Remuneration would be Rs. 27000.00/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm regards,

Human Resource Department

Date: 5/3/2023

BCS

Pre Placement Offer

Soham Milind Kulkarni

Dear Soham Milind Kulkarni,

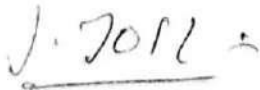
With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Analyst in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successfully completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

Your Minimum Remuneration would be Rs. 27000.00/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm regards,



Human Resource Department

+ 91 77000 01403

info@aimspune.co.in

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📍 2nd Floor, Dnyaneshwar CHS, Above Cafe Peter, Opp Shankar Maharaj Math,
Pune Satara Road, Dhankawadi, Pune-411043

Date: 5/9/2023

BCJ

Pre Placement Offer

Devadatta Kailas Godbole

Dear Devadatta Kailas Godbole,

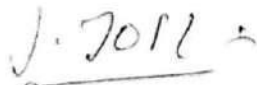
With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Tester in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successfully completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

Your Minimum Remuneration would be Rs. 25000.00/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm regards,



Human Resource Department

+ 91 77000 01403

info@aimspune.co.in

www.aimspune.co.in

2nd Floor, Dnyaneshwar CHS, Above Cafe Peter, Opp Shankar Maharaj Math,
Pune Satara Road, Dhankawadi, Pune-411043

Date: 5/9/2023

BCS

Pre Placement Offer

Bhavana Suresh Damal

Dear Bhavana Suresh Damal,

With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Analyst in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successfully completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

Your Minimum Remuneration would be Rs. 27000.00/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm regards,

J. J. J. J.

Human Resource Department

+ 91 77000 01403

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www.aimspune.co.in

2nd Floor, Dnyaneshwar CHS, Above Cafe Peter, Opp Shankar Maharaj Math,
Pune Satara Road, Dhankawadi, Pune-411043



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



Date: 5/9/2023

BCS

Pre Placement Offer

Rohan Raju Bhandare

Dear Rohan Raju Bhandare,

With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Analyst in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successfully completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

Your Minimum Remuneration would be Rs. 27000.00/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm regards,

J. J. J. J.

Human Resource Department



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

PVGCOS
NAAC Cycle 2
5.2.1
2022-23



Date: 5/9/2023

Pre Placement Offer

SHAMIKA DHANANJAY DIWAN

Dear SHAMIKA DHANANJAY DIWAN,

With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Analyst in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successfully completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

Your Minimum Remuneration would be Rs. 27000.00/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm regards,

J. J. J. J.

Human Resource Department



Gallagher

Insurance | Risk Management | Consulting

Date: 2 February 2023

Mr. / Ms. Rajeshwari Patankar

Dear Rajeshwari,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **6-Feb-23**

2. Salary

Your compensation will be **Rs. 2,60,368/-** (Rupees Two Lakhs Sixty Thousand Three Hundred and Sixty **Eight Only**) per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. **Rs.9423**, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **30 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'60 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall 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 in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Gallagher Service Center LLP



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



Copy

Date: 5/3/2023

Pre Placement Offer

Soham Milind Kulkarni

Dear Soham Milind Kulkarni,

With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Analyst in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successfully completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

Your Minimum Remuneration would be Rs. 27000.00/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm regards,

J. J. J. J.

Human Resource Department

Date: 5/9/2023

Pre Placement Offer

SHAMIKA DHANANJAY DIWAN

Copy

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Warm regards,


Human Resource Department

+ 91 77000 01403

info@aimspune.co.in

www.aimspune.co.in

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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



Date: 5/9/2023

Pre Placement Offer

Girija Bramhanand Trimal

Dear Girija Bramhanand Trimal,

With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Tester in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successfully completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

Your Minimum Remuneration would be Rs. 25000.00/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm regards,

Human Resource Department



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



Copy

Date: 5/9/2023

BCS

Pre Placement Offer

SHAMIKA DHANANJAY DIWAN

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With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Analyst in our Organization.

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Your Minimum Remuneration would be Rs. 27000.00/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm regards,

Human Resource Department

Date: 5/3/2023

Pre Placement Offer

Sai Rajesh Phapale

Dear Sai Rajesh Phapale,

With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Analyst in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successfully completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

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Warm regards,

J 2011
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Pune Vidyarthi Griha's
College of Science, Pune -09

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



Copy: 5/9/2023

Pre Placement Offer

we
BCS

Girija Bramhanand Trimal

Dear Girija Bramhanand Trimal,

With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Tester in our Organization.

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Your Minimum Remuneration would be Rs. 25000.00/- per month

Along with the Monthly pay you would also be entitled for Performance Pay, Additional Facility like ESIC, Insurance Coverage, Retrial Benefits and Gratuity.

Warm regards,


Human Resource Department

Date: 5/3/2023

Pre Placement Offer

Sai Rajesh Phapale

Copy

Copy
BCS

Dear Sai Rajesh Phapale,

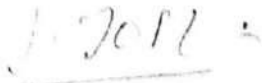
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Warm regards,



Human Resource Department

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Pune Satara Road, Dhankawadi, Pune-411043

Date: 5/3/2023

Pre Placement Offer

Soham Milind Kulkarni

Dear Soham Milind Kulkarni,

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Warm regards,


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Pune Satara Road, Dhankawadi, Pune-411043

Date: 5/9/2023

Pre Placement Offer

Bhavana Suresh Damal

Dear Bhavana Suresh Damal,

Copy

With reference to your enrolment with AIMS, subsequent assessment with us, we are pleased to offer you the post of Software Analyst in our Organization.

This letter is a Provisional Pre Placement Offer. Upon successful completion of the Course you would be given Appointment Letter of the Organization through our Strategically Headhunting Bidding Process, prior to which your Competency Assessment would be re-conducted.

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Warm regards,


Human Resource Department

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2nd Floor, Dnyaneshwar CHS, Above Cafe Peter, Opp Shankar Maharaj Math,
Pune Satara Road, Dhankawadi, Pune-411043



Exec Software Solutions LLP

Registered Office: 43 Abiram, Jalahape 415110, India

Corporate Office: S-3, Prakashananda Colony Near
Holy family school, Sai Palace Apt. Vidyanager
Karad - 415124 India

Tel: 9518552396

Email: execsoftwares@gmail.com

Website: execsoftwares@gmail.com

Date: 13 March 2023

Dear Pranali Mohite,

MCS

Exec Software Solutions is pleased to appoint you as Project Trainee w.e.f. **13 March 2023** with us on following terms and conditions.

You will be working at the company's office in Karad 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.

Any discovery or invention made or discovered by you during the continuance of this Agreement in connection with or in any way affecting or relating to the business of the Company or its customers, or capable of being used or adapted by the Company or its customers, shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company or its customers (as the case may be).

Yours faithfully,
For Exec Software Solutions

D.R. Kulkarni

Damini Kulkarni
Authorized Signatory
Director

I agree and accept the training on terms mentioned in above letter and will commence my training on

Name: Pranali Mohite

Date: 13 March 2023

Signature:



Exec Software Solutions LLP

Registered Office: 42 Abhim. Shahapur-415119 India

Corporate Office: S. J. Prakashananda Colony Near
Holy family school, Sai Palace Apt. Vidyanagar
Karad - 415124 India

Tel: 9518552396

Email: execsoftwares@gmail.com

Website: execsoftwares@gmail.com

Date: 13 March 2023

MCS

Dear Pooja Wagh,

Exec Software Solutions is pleased to appoint you as Project Trainee w.e.f. **13 March 2023** with us on following terms and conditions.

You will be working at the company's office in Karad 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.

Any discovery or invention made or discovered by you during the continuance of this Agreement in connection with or in any way affecting or relating to the business of the Company or its customers, or capable of being used or adapted by the Company or its customers, shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company or its customers (as the case may be).

Yours faithfully,
For Exec Software Solutions

D.R. Kulkarni

Damini Kulkarni
Authorized Signatory
Director

I agree and accept the training on terms mentioned in above letter and will commence my training on

Name: Pooja Wagh
Date: 13 March 2023
Signature:



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



Date: 6th May 2022

MCS

Rohit Nivas Shedge
At post Oglewadi,
Tal-Karad, Dist-Satara

Sub: Letter of Appointment

Dear Rohit,

We are pleased to appoint you in **Optiquall IT Solutions Pvt Ltd.** Your appointment is effective from **6th May 2022.**

The terms and conditions of your employment are as follows:

1. Your designation shall be **Software Developer**. It may please be noted that the designation is subject to change during the tenure of your career with us owing to changing job responsibilities.
2. As agreed your total emoluments per annum (CTC) as a fixed salary shall be **INR 1,92,000 (INR One Lakh Ninety Two Thousand only)**. Your probation period will be of one year.
3. Please note that as and when the need arises, Management can transfer you to any other Division, any other company, or our Group Company, subsidiary, or to any place in India or abroad with client locations owing to the need of business.
4. In addition to your regular work, you will carry out all other specific jobs assigned to you from time to time.
5. You are prohibited from establishing any private business or to be involved in the running of any business or accept a part-time job whilst employed by the Company.
6. *In case of separation from the services of the company, you shall not disclose and pass on any technical and commercial information, software, programming, codes, client and project information, and other details, which you may have acquired during your tenure at **Optiquall IT Solutions Pvt. Ltd.** and its associated companies.*
7. You will comply with the standing rules and regulations of the Company, and the changes in the same, if any, to meet the growing organizational needs time to time and the future.
8. You can terminate this agreement by giving two months' notice while on probation, however once confirmed, the notice period will be of two months. However, company can relive an employee earlier than the notice period at its sole discretion.

9. The Company may by notice in writing terminate the agreement with immediate effect if you are found guilty of negligence in the conduct of the business of the Company or commits any act or omission inconsistent with your role, duties and responsibilities, or commit any breach of this agreement or your performance is far below the expectations as appraised and evaluated by your manager, which in the opinion of the management committee merits discontinuation of your employment.
10. All ideas, innovations and work done in Optiquall solutions are whole and sole Intellectual property of Optiquall Solutions only.
11. Violation of the terms mentioned in this agreement may result in termination of your employment by the Company without notice.

While welcoming you in **Optiquall IT Solutions Pvt. Ltd.**, we have every reason to believe that if you put in your efforts you will grow with the organization.

Please indicate your acceptance of the above terms and conditions by signing the duplicate copy of this letter and returning the same to us at your earliest.

Best,

For Optiquall Solutions

Rohit Nivas Shedge



Authorized Signature

DECLARATION

I have read terms, conditions of my appointment letter, and have understood the same. I accept the appointment on these terms and conditions.

Place: Pune

Rohit Nivas Shedge
Signature

Date: 6-May-2022

Rohit Nivas Shedge



MC

03-Jun-2022

Dear Pratik Vilas Patil,
B.C.S, Computer Science
Rayat Shikshan Sansthas Sadguru Gadage Maharaj College, Karad

Candidate ID – 21468928

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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

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

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

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **50% aggregate** (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

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

Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

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

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

3.2 Continuous Skill Development (CSD) Program (If offered to you):

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

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

3.3 GenC Training Post joining:

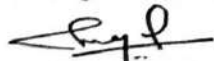
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

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

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Pratik Patil

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
	Annual Gross Compensation		220,500
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		232,500
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		252,000

Note: The Insurance amount may vary subject to market conditions from time to time.

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

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

Leave & Vacation:

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

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

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

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** 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

** **Incentive Indication:** 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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** 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.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;
AND

Pratik Vilas Patil, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly

engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force.

Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.

c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract

or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude

- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited Pratik Vilas Patil

Sign: _____
Name: _____

Sign: _____
Date: _____

Thursday, 6 October 2022

P1CS

Private and confidential

Yogesh Shivaji Sawant
Vita, Sangli, Maharashtra 415311, Tal - Khanapur District - Sangli

Offer of Employment

Copy

Dear Yogesh,

I am delighted to offer the role of Junior Software Developer with SuperannuationOps Private Limited (**SuperConcepts**) on the employment terms set out in this letter and in the attached, 'Working at SuperConcepts - Terms & Conditions' document, collectively referred to as your employment **Agreement**. **Outlined** below is a summary of the key terms of your offer of employment. If you have any questions regarding the terms and conditions set out in this Agreement, please contact Shrikant Chavan.

Position

You will be employed on a permanent basis in the role of Junior Software Developer.

Start Date

- Your commencement date is Thursday, 6 October 2022.

Hours of Work

- You will be employed on a permanent full-time basis and your ordinary hours of work are 45 hours per week.
- Ordinary business hours are between 7:30am till 7:30pm, Monday to Saturday and it is expected you will work during these hours. Required working hours will be determined by your leader and you will be advised upon commencement when you are required in the office.

Remuneration & Benefits

- You will be paid ₹25,000.00 cost to company (CTC), including tax, applicable allowances, Employee Provident Fund (EPF) and Employees' State Insurance (ESI) per month. Further information about your CTC can be found in Schedule A.

Location of Work

- You will be based in the Pune Office.
- SuperConcepts may reasonably require you to work at other locations, including interstate and overseas. SuperConcepts may at its sole discretion, second, depute, assign and / or transfer your employment to any office in India or overseas or to any of its affiliates or to any third parties.

Probation Period

- You will have a Probationary Period of 6 months. Either you or SuperConcepts can give 2 weeks' notice in writing during the probationary period and SuperConcepts can elect to provide 2 weeks' pay in lieu of notice. SuperConcepts reserves the right to extend your probationary period if your performance or behaviour is not to the expected standards.

SUPERANNUATIONOPS PRIVATE LIMITED

Corporate Identity Number: U74999TN2017FTC115159
162 & 163, Second Floor, Kodambakkam High Road, Nungambakkam,
Chennai, Tamil Nadu, INDIA, 600034, Tel: +91 44 45122445

To confirm your acceptance of this offer, please sign below and return a scanned copy of all pages of the agreement via email to hr@superconcepts.com within 7 days of the date of this letter. You should retain a copy for your own records. If we do not receive your acceptance within 7 days, the offer will lapse.

Congratulations on your new role, we are looking forward to welcoming you to the SuperConcepts team!

Yours sincerely,



Natarajan Arumugam
Head - People & Culture, India

Offer Acceptance

I have read and agree to the conditions given in this letter and the attached document, 'Terms & Conditions'. I also acknowledge:

- I have had reasonable opportunity to obtain legal advice regarding this offer;
- I have not relied on any promises or assurances except those provided in this offer; and
- I have not been placed under any undue pressure to accept this offer.



Signature

6 Oct. 2022

Date

SUPERANNUATIONOPS PRIVATE LIMITED

Corporate Identity Number: U74999TN2017FTC115159

**162 & 163, Second Floor, Kodambakkam High Road, Nungambakkam,
Chennai, Tamil Nadu, INDIA, 600034, Tel: +91 44 45122445**

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Role

1. Duties and responsibilities

1.1. You will be employed on a permanent full-time basis as Junior Software Developer or such other position determined by SuperConcepts from time to time commensurate with your skills. SuperConcepts may reasonably require you to be employed by a Related Body Corporate.

1.2. SuperConcepts may vary your duties and responsibilities from time to time, in consultation with you.

2. Hours

You may be required to work reasonable additional hours, outside your normal working hours including on weekends and public holidays, to perform the duties of your role. Your remuneration package includes compensation for all hours worked.

Remuneration and Benefits

3. Pay and incentives

3.1. Salary

3.1.1. Your full time CTC will be ₹25,000.00 per month.

3.1.2. Your CTC is paid in satisfaction of all hours worked by you.

3.1.3. SuperConcepts may vary the type or value of the components of your CTC at its discretion, as long as this does not reduce the total amount of your CTC. The components of your CTC may be varied based *inter alia* on merit considering the periodic and consistent overall performance, business conditions and other parameters as SuperConcepts may determine at its sole discretion. A change in the salary structure is subject to SuperConcepts discretion and shall not be considered as a matter of right available to you.

3.1.4. Your CTC will be reviewed annually.

3.1.5. All payments you receive pursuant to your appointment as an employee of SuperConcepts would be subject to statutory deductions as per applicable law including but not limited to tax deduction at source. SuperConcepts may withhold from any amounts payable to you; such central, state and local taxes 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. You shall be solely responsible for all personal and other taxes, as relevant, including the preparation and filing of such tax returns with the appropriate authorities.

3.1.6. If, you become indebted to SuperConcepts for any reason during your employment under this Agreement, SuperConcepts may, if it so elects, set off any sum you may have due to it against the compensation payable to you, and collect any remaining balance you.

3.2. Gratuity

3.2.1. Upon cessation of your employment, you may be entitled to gratuity, as calculated under the Payment of Gratuity Act, 1972.

3.3. Statutory Bonus

3.3.1. You shall be entitled to bonus under the Payment of Bonus Act, 1965, if applicable.

4. **Benefits**

4.1 **Discretionary Benefits**

In addition to your CTC, SuperConcepts may provide you with other benefits. These benefits may cease, or the basis on which they are provided be changed, from time to time at the discretion of SuperConcepts.

Conditions of Employment

5. **Leave**

5.1. **Earned leave, casual leave and sick leave** - you are entitled to leave in accordance with the provisions of applicable law.

5.2. **Maternity benefit** - you may be entitled to maternity benefit under the Maternity Benefit Act, 1961.

5.3. Please refer to the SuperConcepts leave policy for additional details on the leave you will be entitled to.

6. **Policies and Procedures**

You are directed to read and comply with the obligations imposed on you within the SuperConcepts policies and procedures as they relate to your employment. These policies and procedures may be varied by SuperConcepts from time to time, and you are directed to comply with such variations. Such policies and procedures do not form part of your contract of employment with SuperConcepts including where such policies are referred to in this Agreement.

7. **Confidentiality**

7.1. All information regarding SuperConcepts business and affairs and that of its clients and employees which is not publicly available is confidential information and must be treated in the strictest of confidence by you during your employment and following the end of your employment. Confidential information means all confidential information of SuperConcepts including but not limited to sensitive financial information, trade secrets and sensitive know-how or any sensitive information relating to the affairs of a client.

7.2. Both during and after your employment, you must not copy, store, use or disclose any confidential information of which you become aware, except in the proper course of your employment and with the prior approval of SuperConcepts and (where applicable) any person to whom the information relates.

8. **Privacy**

You agree that you have read and understood the Privacy Policy included with your employment pack. You consent to SuperConcepts collecting using and transferring personal information about you in accordance with that statement and as otherwise notified from time to time.

9. **Other employment and business interests**

During your employment you must not, without the prior written approval of SuperConcepts, undertake other employment or be engaged in any capacity in any other business which may adversely affect the performance of your duties or responsibilities as an employee; or be concerned or interested in any business of a similar nature or competitive with that carried on by SuperConcepts (other than as a customer or shareholder of less than 1% of the issued capital of a publicly listed company).

10. Intellectual Property Rights and Moral Rights

- 10.1. 'Intellectual Property Rights' means all current and future registered and unregistered intellectual property rights in relation to any copyright, patents, inventions, discoveries, designs, trademarks, domain names, trade secrets, know-how and the right to have confidential information kept confidential.
- 10.2. 'Moral Rights' means the right of integrity of authorship (that is, not to have a work subjected to derogatory treatment), the right of attribution of authorship of a work, and the right not to have authorship of a work falsely attributed. Moral Rights applies in respect of any Intellectual Property Rights.
- 10.3. You assign to SuperConcepts all Intellectual Property Rights created or generated by you (whether alone or with any other persons) in the course of, in connection with or arising out of your employment with SuperConcepts.
- 10.4. You acknowledge that you may have Moral Rights. You agree to waive your Moral Rights and voluntarily and unconditionally consent to all or any acts or omissions by SuperConcepts or persons authorised by SuperConcepts, which would otherwise infringe your Moral Rights.
- 10.5. You must execute all documents and do all acts and things required by SuperConcepts to enable it to register, exploit and further assure the rights assigned, and consents given under subclause 0.
- 10.6. This clause continues to apply post the termination of your employment.

11. Background Checks and Warranties

- 11.1. This offer, and/or any ensuing employment with SuperConcepts including any offer of a new position, is strictly subject to SuperConcepts being satisfied with the results of any pre-employment background checks, your eligibility to work legally in India, satisfactory reference checks (if relevant) and any further background checks which may be required from time to time during the period of your employment. SuperConcepts reserves the right to withdraw this offer at any time or terminate without notice any contract formed should the background/reference checks not be satisfactory.
- 11.2. You warrant and agree that you have brought to the attention of your new Manager, or will bring to the attention of your new Manager, any matters now or in the future involving yourself that may affect SuperConcepts' brand or reputation including investigations by a law enforcement agency or other government agency, criminal or civil proceedings, or criminal or civil judgment against you in respect of:
 - 11.2.1. criminal matters (other than a minor traffic offence);
 - 11.2.2. bankruptcy, insolvency or creditor arrangements; and
 - 11.2.3. fraud, misrepresentation or dishonesty.
- 11.3. This offer, and your ongoing employment with SuperConcepts, is conditional upon you being able to provide the above warranties and agreements.

12. Accuracy of Information

You declare that all of the information provided by you to SuperConcepts is true and correct. You acknowledge that if you knowingly provide information which is untrue or incorrect, it may amount to serious misconduct and may result in your employment being terminated without notice.

13. Workplace surveillance

- 13.1. SuperConcepts notifies you that it carries out ongoing, intermittent surveillance of the use of computer and other electronic and communications systems by employees – including emails, internet and files (including files stored on employees' work computers).
- 13.2. The surveillance is carried out by all means available to SuperConcepts which may include:
 - 13.2.1. accessing employees' email account or emails;
 - 13.2.2. accessing files and other information contained on employees' computers, storage devices or communications devices;

- 13.2.3. accessing records of internet usage by employees (including sites and pages visited, files downloaded, video and audio files accessed and data input); and
- 13.2.4. use of monitoring, logging and automatic alerting software and other specialised software.

Leaving SuperConcepts

14. Termination

14.1. Your employment may be terminated at any time by you or SuperConcepts giving 8 weeks' notice in writing or by SuperConcepts making a payment to you equal to the salary (less the costs of any applicable benefits tax or other taxes which are included as part of your salary) you would have received had you worked during the notice period.

14.2. During the notice period, SuperConcepts may require you to:

14.2.1. not attend for work but remain available and contactable for duties;

14.2.2. perform duties other than your usual duties that you are adequately skilled and qualified to perform;

14.2.3. not contact clients, employees or other business associates of SuperConcepts or SuperConcepts confidential information;

14.2.4. Serve SuperConcepts diligently; or

14.2.5. any combination of the above.

14.3. Misconduct

SuperConcepts may terminate your employment at any time without prior notice if you engage in misconduct, including, without limitation:

14.3.1. a breach of this Agreement or your employment obligations;

14.3.2. a serious or persistent breach of SuperConcepts policies or procedures;

14.3.3. deliberately engaging in behaviour inconsistent with the continuation of your employment;

14.3.4. conduct that risks a person's health or safety, or the reputation, viability or profitability of SuperConcepts;

14.3.5. theft, fraud, dishonesty, misrepresentation or assault;

14.3.6. being intoxicated or under the influence of illicit drugs at work;

14.3.7. refusing to carry out a lawful and reasonable instruction.

14.4. What happens after termination

If your employment is terminated for any reason:

14.4.1. SuperConcepts may deduct any amount it owes you from any amount you owe SuperConcepts, except where it is not legally entitled to do so.

14.4.2. You must return all property of SuperConcepts on termination. This includes, but is not limited to, property leased by SuperConcepts, confidential information, machine readable material, software, computers, credit cards, keys and vehicles.

14.4.3. SuperConcepts may require you to assist in any legal proceedings against it or, where relevant to your role, any affiliate or related body corporate up to 7 years after your employment ends, and will reimburse you for any associated costs.

At the time of cessation of your employment with the Company, you may be required to execute a separation and release agreement.

15. **Post-Employment Restraints**

- 15.1. In your position you have or will have influence over SuperConcepts and its affiliates and related bodies corporate (Group) clients, employees and contractors, and will continue to have access to confidential information as defined in this Agreement.
- 15.2. You acknowledge that the restrictions set out below that operate after your employment with SuperConcepts ends are reasonable and necessary to protect the Group's business.
- 15.3. You agree and undertake that during the term of your employment and for a period of one year following the date of your termination for any reason whatsoever, you shall not directly or indirectly be interested in, engage in, be concerned with, or provide services or trade in goods, whether solely or with others, whether as an employee, officer, director, agent, partner, consultant, member of any company or other commercial enterprise or otherwise, to or with any competitor, SuperConcepts Client and/or any affiliate of SuperConcepts.

You agree and undertake that during the term and for a period of one year from the date of your termination, you shall not, directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function): (a) seek, canvas, solicit or accept or provide from or to any Person, (which term includes an individual, corporation, partnership, limited liability company, association, trust or other entity or organisation, including a government or political subdivision or an agency or instrumentality thereof) who is a SuperConcepts Client, any services or business of the type offered by SuperConcepts and/or its affiliates; (b) seek to persuade any SuperConcepts Client or prospective SuperConcepts Client not to conduct or renew any services or business with SuperConcepts and/or its affiliates, or to terminate such business; or (c) seek to employ, solicit or entice away, or encourage anyone else to do so, from SuperConcepts and its affiliates, any employee, who is currently employed or was employed by SuperConcepts and/or its affiliates one year prior to such solicitation (whether or not such person is a full-time employee).

About this Agreement

16. Entire Agreement

- 16.1. This Letter of Offer and 'Terms and Conditions' document make up the entirety of the agreement between you and SuperConcepts in respect of your employment.
- 16.2. This Agreement supersedes any prior agreement, understanding or negotiations you may have had with SuperConcepts and any prior condition, warranty, indemnity or representation imposed, given or made by either SuperConcepts or yourself in the past in relation to its subject matter.
- 16.3. If some or all of any clause in this Agreement is found to be illegal or unenforceable it will be deemed to be removed. In that case, the rest of the Agreement will remain in force.
- 16.4. If at any time you or SuperConcepts do not insist a clause in this Agreement is enforced, it does not mean you or SuperConcepts waive the right to enforce it, or any other clause of the Agreement in future.
- 16.5. Any confirmations given by you as part of this Agreement can be relied on by SuperConcepts as a warranty. A warranty is an assurance that a statement of fact is true and can be relied upon.

17. Governing law

The governing law of this Agreement will be the law of India.

18. Definitions

- 18.1. '*SuperConcepts client*' is defined as any person who is, or was during the last 12 months of your employment, a client of any Group company including a person who conducts or conducted business with a Group company; who invests or invested in SuperConcepts funds or assets; who promotes or promoted investment in SuperConcepts funds or assets; who uses or used SuperConcepts products or services; who has purchased or invested in SuperConcepts products or services, or proposes to do so; a person to whom a financial services licensee of a Group company or their representative, has provided financial services or proposes to do so; and/or a person with whom a Group company, financial services licensee or their representative, was having negotiations or discussions with regarding that person becoming a SuperConcepts client, during the last 3 months of your employment.
- 18.2. '*SuperConcepts funds or assets*' means funds or assets established, developed, promoted or managed by SuperConcepts. This includes, but is not limited to, general ledger and financial reporting software products or services provided to self-managed superannuation funds and administration services provided to self-managed superannuation funds that are developed, promoted, or provided by SuperConcepts and any related bodies corporate in the geographical area and any other location where SuperConcepts conducts business or sources customers and clients.
- 18.3. '*Person*' includes an individual person, a company, a partnership, a firm, a trust, and any other entity.



Schedule A – Cost to Company (CTC)

2

Your CTC consists of the following:

Base salary	₹12,500.00
House allowance	₹5,000.00
Special allowance	₹4,959.00
Statutory bonus	₹1,041.00
Employee Provident Fund (EPF)	₹1,500.00
Cost to Company (CTC)	₹25,000.00



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



TrueEthos India LLP
Satyam Park, Sindh Society,
Aundh- 411007, Pune,
Maharashtra, India

MCS

Mr Parth Pujari
Pune

27 Mar 2023

Subject: Appointment Letter for Software Development Associate

Dear Parth,

Further to our discussion and the subsequent interview with us, we are pleased to inform you that you have been selected for **Software Development Associate** with our Organization.

1. **Date of Joining**

You shall join the organization on 3 April 2023 for the said role.

2. **Mode**

You shall be required to work on-site, throughout your period with us.

3. **Tenure**

The role is for a period of 6 months. Post this you will be eligible for a full-time role, subject to the sole discretion of the senior management.

4. **Remuneration**

You will be paid a fixed remuneration of ₹ 8,000 (Rupees Eight Thousand) per month with effect from your date of joining.

5. **Leave policy**

Sunday will be the weekly off. Six paid leaves, for the complete duration of six months can be availed by the candidate. However, excess leaves over the specified limit shall lead to adjustments in the remuneration.

6. **Notice period**

- a) Either party may terminate this contract without assigning any reason, whatsoever, by giving 30 (Thirty) days' advance notice to the other party or proportionate payment in lieu thereof (computed based on the remuneration).
- b) The organization may terminate/suspend your contract, at its sole discretion, at any time, immediately upon written notice to you if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) breach of the organizations code of conduct and policies (ii) any heinous criminal act or any



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Maharashtra, India

offence involving moral turpitude, (iii) sexual harassment or (iv) other act that threatens or likely to damage organization's reputation.

7. Code of conduct and policies

You shall at all times carry out such duties and responsibilities as may be assigned to you by the organization and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the organization.

8. Confidentiality

- a) **Use of organization's name:** You shall use the organization name, logos, trademarks or other identifiers strictly in the manner permitted by the organization's policies, or for the purposes of provision of Services delegated to you to the extent required. Upon termination/suspension/expiration of your role with the organization, you shall not use the organization's name, logo, trademark or other identifier in any manner other than what is already a matter of public knowledge, provided however you will not be in breach of this clause if you make reference to the organization's name solely to describe your former association with the organization subject to the confidentiality obligations which the organization might have undertaken in relation to any of its clients, vendors or other organization's personnel.
- b) **Information:** You shall always maintain the highest degree of confidentiality and keep as confidential the records, documents and other confidential information relating to the business of the organization which may be known to you or confided in you by the organization its representatives, authorized personnels, vendors, sub-contractors, clients etc. and by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the organization. For the purposes of this clause 'Confidential Information' means information about the organization's business and that of its customers, subcontractors, business partners or agents which is not available to the general public and which may be learnt by you in the course of your role. This includes, but is not limited to, information relating to the organization, its customer lists, policies, personnel, and information about the organization's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, sales pitches, fees quotes, tender information, key personnel, customer contacts, thought leadership papers, and all papers, resumes, records and other documents containing such Confidential Information, whether such information was disclosed to or accessed by you prior to or after the date hereof. You shall at all times, whether during or after the termination/suspension/expiration of your role act with utmost fidelity and not disclose or divulge Confidential Information to any third party or make use of any such information for your own benefit.



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Aundh- 411007, Pune,
Maharashtra, India

- c) At no time will you remove any Confidential Information from the organization's offices without the permission of Aishwarya Dalvi/ Shantanu Darak/ Rajesh Darak, save and except for the purposes of performing the duties assigned to you in your capacity as an intern of the organization and for no other purpose or use. Upon termination/suspension/expiration of your role with the organization, or otherwise upon the organization's request, you will immediately surrender to the organization all files, books, magazines, reports, documents, manuals, IT assets, audio and video tapes, discs, any knowledge data bases entrusted to you, and any other data, information or material containing or reflecting Confidential Information. If the organization requests, you shall also confirm in writing to the organization that you have complied with this clause.
- d) You acknowledge and agree that disclosure of any portion of the Confidential Information prohibited herein or any breach of the provisions herein may result in irreparable injury and damage to the organization which will not be adequately compensable in monetary damages, that the organization will have no adequate remedy at law therefor, and that the organization may, in addition to all other remedies available to it at law or in equity, obtain such preliminary, temporary or permanent mandatory or restraining injunctions, orders or decrees as may be necessary to protect the organization against, or on account of, any breach by you of the provisions contained herein, and you agree to reimburse the reasonable legal fees and other costs incurred by the organization in enforcing the provisions of this Agreement. In addition the organization will be within its rights to (i) advertise for public knowledge / notice (ii) notify to your prospective employer or (iii) regulatory body, any impropriety or breach of your obligations, including confidentiality obligations, at its absolute discretion.
- e) Your duty to safeguard and not disclose, share or publish Confidential Information will survive the expiration or termination of this Agreement and/or your role with the organization.

9. Intellectual Property

In consideration of this Agreement and of the remuneration agreed to be paid in consideration hereof, you agree:

- a) the organization shall own (as its exclusive property, free from any obligations towards you) all intellectual property developed or conceived by you solely or jointly with others during the period of your association, (1) that are along the lines of the businesses, work or investigations of the organization to which your association relates or as to which you may receive information due to your association, or (2) that result from or are suggested by any work which you may do for the organization or (3) that are otherwise made through the use of organization time, facilities or materials;



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Maharashtra, India

- b) not to disclose or utilize in your work with the organization any confidential information of others (including any prior employers) or any inventions or innovations of otherwise without express permission; and
- c) to execute all necessary papers and otherwise provide proper assistance (at the organization's expense), during and subsequent to your association, to enable the organization to obtain for itself or its nominees all patents, copyrights, or other legal protection for such intellectual property in any and all countries.

10. Miscellaneous

- a) You represent and warrant to the organization that you are under no contractual, fiduciary, professional or other obligation or commitment that prevents you from entering into this Agreement, or is otherwise inconsistent with your obligations under this Agreement. If you were previously employed with another organization, you represent and warrant to us that you have returned all property and confidential information belonging to any prior employer and do not have any outstanding issues/ unfulfilled employment obligation pending with your previous having legal ramifications / consequences for you or for us.
- b) During your tenure with the organization, you will devote your whole time, attention and skill to your ability for its business and you shall not, except with the written permission of the organization, engage directly or indirectly in any other business, profession, occupation or other commercial activity, whether as a principal, agent, contractor, consultant or otherwise, whether full-time or part- time.
- c) **Supersedes Previous Agreement:** This Agreement supersedes and replaces any existing Agreement between the organization and you relating generally to the same subject matter. It may not be modified or terminated, in whole or part, except in writing signed by an authorized representative of the organization. This Agreement shall include all written deeds, documents, declarations, bonds and undertakings signed by you pursuant to and arising out of this document. Discharge of your undertakings in this Agreement shall be an obligation of your executors, administrators, or other legal representatives or assigns.
- d) **Severability:** If any provision contained in this Agreement is held to be invalid or unenforceable, the remaining provisions of this Agreement shall be construed as if such provision did not exist, and the unenforceability or invalidity of such provision shall not be held to render any other provision of this Agreement unenforceable or invalid.
- e) **Privity of Contract:** The terms of this Agreement may only be enforced by a party to this Agreement.



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Aundh- 411007, Pune,
Maharashtra, India


- f) **Governing Law & Dispute Resolution:** This Agreement, including all matters relating to its validity, construction, performance and enforcement, shall be governed by and construed in accordance with Indian law. The Courts at Pune will have exclusive Jurisdiction. In case of any dispute in relation to this agreement the decision of the management of the organization shall be final and binding.

Please signify your acceptance of these terms and conditions of role by signing the duplicate copy of this letter and returning the same to us for the Organization's records.

Yours Sincerely,
For TrueEthos India LLP

Aishwarya Dalvi
Authorised Signatory

I hereby accept the terms and conditions of role offered.

Signature: 
Parth Pujari

Date: 27 March 2023



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

PVGCOS
NAAC Cycle 2
5.2.1
2022-23



MCS

Date: 09-05-2022

To,

Mr. Varun Shankar Shinde

Dear Mr. Varun,

We refer to your application for employment & the subsequent interviews you had with us, we are pleased to inform you that, you have been offered an employment in **VDA Infosolutions Pvt. Ltd.** as **Network Engineer** for our **Pune** Location on the following terms & conditions:

REMUNERATION:

SALARY BREAKUP	
BASIC	12286
HRA	614
OA	664
GORSS	13564
EMPLOYER CONTRIBUTION	
EMPR.PF	1554
EMPR ESIC	474
EMPLOYEE CONTRIBUTION	
EMPR PF	1554
EMPE ESIC	109
PT	200
Other annual Perquisites. (As per Company Policy)	
INSU	292
BONUS	1024
GRA	592
NET TAKE HOME	11701
NET TAKE HOME WITH BONUS	12725
TOTAL CTC	210007

Please sign and return the duplicate copy of this letter as a token of your acceptance of the above offer and report for duty at **Pune** on or before **10-May-2022**. You will get the appointment letter once you complete the joining formalities.

We welcome you to the VDA family & wish you a rewarding career over the years to come.

Yours Faithfully,

For VDA Infosolutions Pvt. Ltd,

Sugandha Shah
HR Manager

Accepted / Date

VDA Infosolutions Pvt. Ltd.

Corporate Office: 76 Shakuntala, 1st Floor, 5th Road Khar West Mumbai 400052
Regional Office: A201, Teerth Technospace, Off Bangalore Highway, Baner, Pune 411045



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

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5.2.1

2022-23



Zooper Technologies Pvt Ltd
(Formerly known as Flyby Business Solutions Pvt Ltd)
2, Lower Floor, Laxmi Arcade, B T Kawade Road
Pune, Maharashtra 411001
+91 8380 888 444 | contact@zooper.ai
www.zooper.ai

27th Mar 2023

Siddhant Nijampurkar,

Subject: Offer of Internship

Dear Siddhant,

We at Zooper are pleased to extend you an offer for an internship position within our Research & Development department. The following information will detail the offer:

Position Name: Intern - Software Development
Start Date: 27th Mar 2023
End Date: 30th Jun 2023
Stipend: Monthly Rs.6000 fixed + Rs. 2000 performance-based
Hours: 9:00 AM to 7:00 PM (Sunday off)
Work Location: B T Kawade Road, Pune
Manager & Mentor: Technology Director - Mukund Jewlikar

We may convert this internship for you into a full-time employment on company payroll depending upon your performance in the role offered during internship.

We look forward for you to beginning your journey with Zooper and have a successful internship under our Learn & Earn program prepared for technical and management students.

For Zooper Technologies Pvt.Ltd.

Best Wishes,

Director



Tarun Singh Tomar (Director)

MCA

April 3rd, 2023

Prachiti Mulay
B-49, Hastipuram Society
Bibvewadi Pune-411037

Internship

Dear Prachiti,

We are delighted to offer you an opportunity to join our team as an intern in the role of **PHP developer**. You are requested to join us on **April 3rd, 2023**. You will be paid **INR 3000/-** (Rupees Three Thousand only) as per monthly basis. Submit the necessary paperwork we require to finalize the details of your internship placement.

In your role, you will be part of Software Development Team and report to Team Leader. The main responsibilities you will be expected to carry out include Developing applications (coding, programming), Debugging and testing code, Testing new websites and company products. You will also assist in general office tasks and likely engage in other activities outside of this role aimed at developing your knowledge, confidence and skills. We will ensure that all the appropriate steps have been taken to make this an exciting and positive experience for you.

Please accept this offer by filling out the enclosed forms and returning them to HR office, no later than April 3rd, 2023.

We take pleasure in welcoming you to *SBIT Services* And hope that your period of service with us will be of mutual benefit.

Warm Regards,

Subhash Bhute.



Signature

Date 1st April 2023



MICA

09-Feb-2022

Dear Shivraj Gangadhar Talle,
BCA, Computer Application
Sangameshwar College, Solapur

Candidate ID – 20129783

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 252,000/-. This includes an annual target incentive of INR 12,000/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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

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

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

Please note:

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

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

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

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

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

breach, including but not limited to damages, both direct and consequential. In any action brought by the Company under this Section, the Company shall be entitled to recover its attorney's fees and costs from Employee.

6. **Notices:** All notices given under this Agreement must be in writing. A notice is effective upon receipt and shall be sent via one of the following methods: delivery in person, overnight courier service, certified or registered mail, postage prepaid, return receipt requested, addressed to the Party to be notified at the below address or by facsimile at the below facsimile number or in the case of either Party, to such other party, address or facsimile number as such Party may designate upon reasonable notice to the other Party.

"Aicence IT Solutions (OPC) Private Limited"

Ashu Sharma (Director)

Reg. Office Address: Level V, Hinjewadi Tech Centre, Rajiv Gandhi Infotech Park, MIDC,
Above IndusInd Bank, Phase 1, Hinjewadi, Pune Maharashtra-411057.

Ms. Shruti Sonawane

Permanent Address: D/O Nitin Sonawane, Flat No.9, Sameer Apartment, Taware Colony
Near Surbhi Mangal Karyalay Lane, Pune, Maharashtra - 411009.

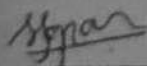
7. **Termination:** This Agreement will terminate on the earlier of: (3.1) the written agreement of the Parties to terminate this Agreement; (3.2) the cessation of the Employee's employment; or (3.3) Five Years from the date hereof.
8. **Amendment:** This Agreement may be amended or modified only by a written agreement signed by both of the Parties.
9. **Jurisdiction:** This Agreement will be governed by and construed in accordance with the laws of the State of Pune Maharashtra, without regard to the principles of conflict of laws. Any dispute arising from this Agreement shall be resolved [in the courts of the State of Pune Maharashtra/through binding arbitration conducted in accordance with the rules of the American Arbitration Association/through mediation].
10. **No Offer or Sale:** Nothing in this Agreement will be deemed a sale or offer for sale of Confidential Information nor obligate the Company to grant the Employee a license or any rights, by statute, common law theory of estoppel or otherwise, to Confidential Information.
11. **Entire Agreement:** This Agreement constitutes the entire agreement between the Parties and supersedes all prior or contemporaneous negotiations, discussions or agreements, whether written or oral, regarding the subject matter hereof.
12. **Miscellaneous:** No joint venture, partnership or agency relationship exists between the Employee, the Company or any third-party as a result of this Agreement. This Agreement will inure to the benefit of and be binding on the respective successors and permitted assigns of the parties. Neither Party may assign its rights or delegate its duties under this Agreement without the other Party's prior written consent. In the event that any provision of this Agreement is held to be invalid, illegal or unenforceable in whole or in part, the remaining provisions shall not be affected and shall continue to be valid, legal and enforceable as though the invalid, illegal or unenforceable parts had not been included in this Agreement. Neither Party will be charged with any waiver of any provision of this Agreement, unless such waiver is evidenced by a writing signed by the Party and any such waiver will be limited to the terms of such writing.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the date first written above.

EMPLOYEE

Ms. Shruti Sonawane

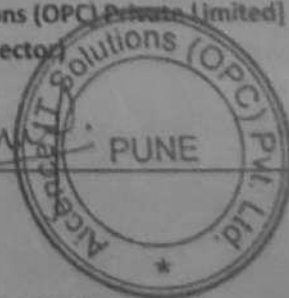
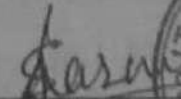
By: _____



[Aicence IT Solutions (OPC) Private Limited]

Ashu Sharma (Director)

By: _____



Aicence IT Solutions (OPC) Pvt. Ltd.

Level V, Hinjewadi Tech Centre, Rajiv Gandhi Infotech Park, MIDC,
Above IndusInd Bank, Phase 1, Hinjewadi, Pune Maharashtra-411057

Email: info@aicence.com | Web: www.aicence.com

CIN: U72900PN2016OPC166768









Date: July 23, 2021
Mr. Aniket Sunil Mane
Pune

MCS

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP**. ("Amdocs") under the terms and conditions provided herein, effective as of **August 05, 2021** ("Start Date").

1. Employment Terms: Compensation; Benefits

(a)	Position 	Associate Technical & Business Operations Analyst
(b)	Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 310,000.00 (Three Lakh Ten Thousand Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 180000.00 2. House Rent Allowance - INR 108400.00 3. Provident Fund (employer contribution) - INR 21600.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2022 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

LETTER OF INTENT

Date: 07/06/2022
Reference No: SC-2237

To,
Rutuj Sanjay Farande,

We are very pleased to offer you the undermentioned position with DATADYNAMX PRIVATE LIMITED at Pune under the terms and conditions set out in this Service Contract.

A. ROLE DESIGNATION:

You are being appointed as a **Software Tester and Consultant**

Joining Date & Time:	8 th June 2022 09:00 AM
Cost To Company (CTC):	INR 10,000 Per Month (First 2 Months) INR 1,80,000 Per Annum (3rd Month Onwards)
Work Timings:	Monday to Saturday [09:00 AM to 06:00 PM] [2 nd and 4 th Saturdays and All Sundays Off]

B. ROLES & RESPONSIBILITIES:

- Reviewing software requirements and preparing test scenarios.
- Executing tests on software usability.
- Analyzing test results on database impacts, errors or bugs, and usability.
- Preparing reports on all aspects related to the software testing carried out and reporting to the design team.
- Interacting with clients to understand product requirements.
- Participating in design reviews and providing input on requirements, product design, and potential problems.

- Number of Defects reported by Customers/Clients after the release of the product - Bugs missed by Tester specially High and Critical ones are always criticized heavily and should always be avoided.
- Collaboration with the teams involved - Collaboration among teams to speed up finishing the tasks sooner and thus in overall increase in productivity.
- Organize and execute assigned business projects on behalf of clients according to client's requirements
- Meet with assigned clients when needed and perform an initial assessment of a problematic situation
- Collect information about the client's business through a variety of methods (shadowing, interviews, surveys, reading reports etc.)
- Analyze and interpret data to unearth weaknesses and problems, and comprehend the causes
- Formulate recommendations and solutions with attention to a client's wishes, capabilities and limitations forming concise reports
- Present findings and suggestions to clients with ample justification and practical advice
- Develop detailed business plans to drive small or radical changes
- Assist the client in implementing the plan and resolve any occasional discrepancies
- Provide guidance for any occurring problems and issues



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C. COMPANY REGULATIONS:

Probation period:

The period of contract is Six Months. In this period the performance and operations of the Employee are evaluated and if found unsatisfactory as per the requirements of the Company, the Employee's services are terminated effective from the moment of the notification of the same.

Post Six Months, the management may decide to take the Employee On-Board on a Permanent basis based on the performance.

General Review:

Reviews of the performance and behavior of the Employee are taken into consideration in order to make decisions in relation to Promotions and respective Payout Increments. The evaluations may be based on your Financial, Technical, Ideological and Other contributions made to the Company.

Intellectual Property:

All work done by the Employee in relation to the operations and regulations of the Company becomes the intellectual property of the Company. These include the Commercial and Technical aspects of your work which can be in any form of information or data.

Proprietary Entities:

During the Employee's tenure at the Company, the Employee will come across various entities both Commercial and Technical, which are proprietary to the Company. The Employee is requested to keep such information to self and within the necessary sections of the Company. Violation of the same may result in the violation of the copyright & license laws set by the Indian and International bodies.

Confidential Information:

You agree, at all times during the term of your Service and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, and not to disclose to any person, Company, corporation or other entity, without written authorization from the Company in each instance, any



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confidential or proprietary information of the Company. This letter agreement is intended to supplement, and not to supersede, any rights the Company may have in law or equity with respect to the protection of trade secrets or confidential or proprietary information.

Notice Period:

You will be required to give at least Ninety (90) working days of notice in case you decide to leave our services subject to the Company's discretion

Appraisal Policy:

The company has an annual salary appraisal policy. The appraisal depends on various KPIs indicating the overall employee's performance in the organization. Candidates joining the company on or before 30th September of the year will be eligible for the next appraisal cycle.

Termination:

The Company has the right to terminate the Employee's services without any notice period due to a reasonable cause. The Company reserves the right to recover the cost of training incurred if you leave the Company in the first One Year of Service.

Non - Compete Agreement:

- a) The employee cannot work for any client for the next eighteen (18) months, where he/she had worked in a professional capacity with the same client preceding the termination of Service with Datadynamx.
- b) The employee cannot even start with his own same line of business for the next eighteen (18) months, where he/she had worked in a professional capacity with the same clients preceding the termination of Service with Datadynamx.

Note: Company's regulations may be appended or changed at any time. Notification of which will be communicated to you.

We hope that the details are comprehensive and clear. In case of any query, please contact the administration team.



Please sign below to indicate your acceptance of the terms and conditions of the Service as set out in this appointment letter.

WELCOME TO DATADYNAMX PRIVATE LIMITED

Director (Business Operations)

I hereby agree to the terms and conditions of the Service as out in this appointment letter.

Signature

Name: Rutuj Sanjay Farande

Date:



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MANLITICS
B2B ITES PVT. LTD.

MCA

Hi Shweta Ratnapure,

It was a pleasure interacting with you, after our meetings and your interview with the panel members, we are very positive at the prospect of bringing you on board as a valuable team member soon!!

I am hereby extending you an offer as with **Research Analyst** Manlitics B2B ITES Pvt Ltd. based at Hinjewadi Pune. I would require certain set of documents from you as part of our standard policy that you need to carry on the day of joining.

- Copy of Resignation acceptance letter.
- Relieving letters of previous organizations
- Last appointment / salary revision letter
- **Last 3 months salary slip/Bank Statement.**
- **Educational Documents**
- **Pan card**
- **Bank Passbook Front and Back clear print copy.**
- **Aadhar Card**
- **Address proof (Light bill, rent agreement)**
- **Nominee Details – Father's OR Mother's Aadhar card and Pan Card's Copy**

As agreed, Your Date of Joining will be **Monday 17th Apr '23**, post which this offer expires automatically.

Please treat this e-mail as a confirmation of our intent. The Detailed Salary Break-up will be Provided in 10 Working days. Post acceptance of the same.

Feel free to reach us in case you have questions.

We look forward to you having a long and fruitful relationship with Manlitics.

Yours sincerely,

Tripti Singh

Team Lead – Human Resources

For MANLITCS B2B ITES Pvt.Ltd

Date: 2 February 2023

MCA

Mr. / Ms. Rajeshwari Patankar

Copy

Dear Rajeshwari,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **6-Feb-23**

2. Salary

Your compensation will be **Rs. 2,60,368/- (Rupees Two Lakhs Sixty Thousand Three Hundred and Sixty Eight Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. **Rs.9423**, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **30 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'60 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall 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 in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

9. Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. Confidential information

12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been :

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the Company desires to protect against unrestricted disclosure or use.

12.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information
- is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.

12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.

12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.

12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.

13. Intellectual Property Rights

13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.

13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.

13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.

14. Protection of interest

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

15. Past records

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

16. Termination notice

On successful completion of the service agreement /Probation your employment is terminable by two months (60 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

17. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. Abandonment

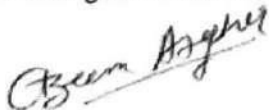
You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

19. Conditional offer

This is a conditional offer subject to successful completion of Reference check and Background verification. You'll be intimated once these formalities are completed.

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

Yours faithfully,
For Gallagher Service Center LLP



Azeem Asgher
Senior Business Leader- Human Resource

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

Date:

Signature:

Annexure - I

Emoluments(A)	Per Annum
Basic	175000
House Rent Allowance	18000
Statutory Pay	15413
Special Allowance	5564
Employer's Contribution to Provident Fund	21600
Fixed Emolument	235577
Performance Based Incentive	9423
Emoluments Total (A)	245000
Benefits B	
Employer's contribution to ESI	6955
Medical Insurance Premium	0
Gratuity	8413
Benefits Total (B)	15368
Cost To Company (CTC): (A+B)	Total 260368

In additional to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4, 000/- upon clearing international domain certification.

This appointment letter is subject to clearance of Background Verification Check.

Name: _____

Place: **Pune**

Signature: _____

Date: _____

Annexure - II

Components	Description
Statutory Pay	Paid in advance on monthly basis as per Payment of Bonus Act. Amount is subject to change basis statutory amendments applicable for the state.
House Rent Allowance	Paid monthly and is subject to tax exemption on submission of relevant documents as per Income Tax rule at the end of Financial Year
Employer Contribution to PF	Company's contribution to Provident Fund - 12% of Basic Salary capped at Rs.21600 per annum. Amount is credited to employee's PF account directly.
Special Allowance	Special allowance is a taxable allowance. This is subject to review and may change or be adjusted against other components of Total Emoluments at company's discretion
Performance Based Incentive	* Paid monthly up to 200% of the amount indicated above and is linked to your monthly performance rating.
Total Emoluments	* Sum of fixed Emoluments & Performance based Incentive. Salary increments are done on this component and not total CTC which includes benefits.
Employer Gratuity	*As per Payment of gratuity Act - Eligible for payout on completion of 5 years at the time of separation
ESI Employer contribution	*As per Employees State Insurance Act -Contribution by employer to facilitate medical benefits. Is currently at 3.25% of monthly earnings
Mediclaim Insurance	Applicable Only if you don't fall under ESI Bracket. Premium for Insurance coverage as indicated below: Medical insurance cover of Rs. 2 Lakhs Accident Cover 1 time annual CTC, Term life coverage up to 1 time annual CTC(in case of demise)
Night Shift Allowance	*Amount is paid for the days worked in nightshift as per policy. Allowance is subject to change as per managements discretion

***Salary components are subject to changes as per Management Discretion**

Name: _____

Place: _____

Signature: _____

Date: _____



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Gallagher

ANNEXURE – III
DECLARATION CUM UNDERTAKING

- I. I, Mr./Ms. **Rajeshwari Patankar** have been issued the Offer Letter by Gallagher Service Centre LLP (hereinafter referred to as "Company") for the position of **Process Associate**. As a part of my employment with, the Company, I'm given to understand that I will be issued a HP make laptop along with the other joining formalities.

The laptop issued to me by the Company with the below mentioned understanding:

- The laptop issued is solely for official purpose.
- I shall acknowledge the receipt of the laptop via email to gsc_recruitment_pune@ajg.com
- I shall be fully accountable for the theft, loss or damage to the Company property and materials and shall be liable to replace or pay equivalent amount to the Company in the event of the same. The Company retains the right to deduct the amount from my salary in case of theft, loss or damage to the property.
- I shall not disclose the system password to anyone.
- I shall not leave my laptop unattended. I would be personally responsible for its misuse of any nature when I am away.
- I shall not share Company's proprietary/ confidential information with anyone.
- I shall not misuse the Internet access facility granted to me.
- I shall not to do personal work on the office computer / system.
- I shall take print out of mails and/or documents only when absolutely necessary.
- I shall always try and ensure not to download any type of software from any source at any time whatsoever. If required for any official purpose at any time, approval from IT department will be taken in writing to make sure such software are scanned properly before use, and such software will be downloaded legally and with IT department's consensus.
- I shall not use personal systems / laptops unless expressly allowed in writing by IT department.

II. I understand that:

- The Company's IT and other assets provided to me shall always remain the property of the Company and not of any individual.
- The In-house developed software and data is the Company's exclusive property and shall not be used for any external purpose under any circumstances.
- The Company reserves its right to amend, modify, rescind, delete, supplement or add to the provisions of the said declaration cum undertaking, as it deems appropriate from time to time in its sole and absolute discretion.
- It shall be my responsibility and obligation to return the laptop and all the Company provided materials and properties to the Company's [specific department or personnel if any] upon termination of my employment with the Company.

- III. I fully agree and accept that it is my personal responsibility to adhere to the Company's IT. policy and any amendment / modification thereof and to comply with all of the provisions stated therein in true letter and spirit. I understand and am accountable for any consequence or any misuse of the Company's system. I further undertake to abide by the IT policy guidelines as a condition of my employment and my continuing employment in the Company.

- IV. I acknowledge that the confidential information and inventions is/are valuable, special and unique and that in the event of breach of any terms/obligations/conditions of this declaration cum undertaking will result in irreparable harm/injury to the Company and therefore, I agree that, in the event of breach or threatened breach of any terms/obligations/conditions of this declaration cum undertaking by me, the Company shall be entitled to a temporary, preliminary and/or permanent injunctive relief in addition to and not in lieu of any other legal or equitable relief including monetary damages; and without prejudice to foregoing I agree to indemnify and keep indemnified, without demur, the Company from and against any and all losses, liabilities, claims, expense, damages, costs (including but not limited to advocate fees, litigation cost), which the Company may suffer/incur as a result of breach of any terms/obligations/conditions of this declaration cum undertaking and/or the offer letter by me.

Date:

Name:

Signature:

May 23, 2022

HRD/COV/1004089301/22-23

MCA

Ms. Sonali Vitthal Bhorade
SR No. 15/7, Flat No. 104, Wing - A,
Shilpatara 2, Near Chandrangan Society, Ambegaon BK,
Pune-411046
India

Ph: +91-9158576954

Dear Sonali Vitthal,

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**VP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.05.23 12:10:38 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
Ascendas SEZ Unit 2
Building: Cypress, Floor 5, International Tech Park
Plot No. 18, Rajiv Gandhi Infotech Park
Hinjewadi, MIDC, Phase III
Pune, Maharashtra, 411057, India

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



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INTOSYS

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May 23, 2022

1004089301/22-23

Ms. Sonali Vitthal Bhorade
SR No. 15/7, Flat No. 104, Wing - A,
Shilpatara 2, Near Chandrangan Society, Ambegaon BK,
Pune-411046
India

Ph: +91-9158576954

Dear Sonali Vitthal,

Congratulations! We are delighted to make you an offer as **Senior Associate Consultant** and your role is **Associate Consultant**.

Here are the terms and conditions of our offer:

Joining Date

Your scheduled date of employment with us will be **July 25, 2022**.

Location

Your location for employment is PUNE (SEZ), Ascendas SEZ Unit 2 Building: Cypress, Floor 5, International Tech Park Plot No. 18, Rajiv Gandhi Infotech Park Hinjewadi, MIDC, Phase III Pune, Maharashtra, 411057, India.

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.

INFOSYS LIMITED
Ascendas SEZ Unit 2
Building: Cypress, Floor 5, International Tech Park
Plot No. 18, Rajiv Gandhi Infotech Park
Hinjewadi, MIDC, Phase III

Corporate Office:
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

The Company at its sole discretion permits you to work remotely from within the territory of India till further notice. The Company does not expect you to work from office for the foreseeable future. You may continue to work remotely unless there are business requirements, including changes in the applicable law, in which case, you will be provided 60 calendar days' notice to return to office. The cost of your travel and stay will be determined in accordance with applicable Company policies. As such, should you be asked to return to work, you agree that it will not be considered a modification to your working conditions. You and the Company agree that your performance will be under constant review to assess the opportunity to continue rendering your services remotely.

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."

Probation and Confirmation

You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee of Infosys Limited. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet at Annexure - III.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of leave annually, during probation. On confirmation, 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.

Full 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.

Compensation and Benefits

Salary

Your Fixed Gross Salary will be **INR 90,001** per month and Total Gross Salary inclusive of Performance Bonus (at an indicative payment of 100%) will be **INR 100,001** per month. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I.

Performance Bonus

You will be eligible to participate in the Company's discretionary Bonus Plan. Your maximum Performance Bonus (at a payment of 100%) is **INR 10,000** per month. This payment of your Bonus can vary from 0% to 100% depending on individual, group and Company performance.

Guaranteed Bonus

For the first six (6) months of your employment with Infosys, you will be paid **50%** of your maximum Performance Bonus as Guaranteed Bonus. Performance Bonus is inclusive of, and not in addition to Guaranteed Bonus. The Bonus Plan which has been attached provides all the details. The break-up of your compensation has been provided in the Compensation Details sheet at Annexure - I.

Sign-on Bonus

You will receive a Sign-on Bonus of **INR 100,000**. The Sign-on Bonus will be paid to you during the first payroll month with the company. The Bonus is an unvested wage advance upon receipt that you would have earned in its entirety by remaining employed with Infosys for 12 months following your first day of work. You will be required to sign the Sign-On Bonus Agreement which is an annexure to this agreement.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at **20%** of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2022-23 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on 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 500,000** 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 8,200,000** of which **INR 4,200,000** is covered towards natural death, and **INR 4,000,000** 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 325**.

The details of the Scheme would be available to you when you join the Company.

Notice period

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.

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.

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.

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.



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Infosys
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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 deemed 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.

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

Print your name

Enclosures: Non-Compete Agreement (Annexure II)
Information Sheet (Annexure III)

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.05.23 12:10:38 IST
Reason: Digitally Signed
Location: Bangalore

ANNEXURE - I

COMPENSATION DETAILS (All figures in INR per month)

NAME	Ms. Sonali Vitthal Bhorade		
ROLE	Associate Consultant		
ROLE DESIGNATION	Senior Associate Consultant		
1. MONTHLY COMPONENTS			
BASIC SALARY			45,010
BASKET OF ALLOWANCES			28,423
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			8,552
MONTHLY GROSS SALARY			81,985

2. ANNUAL COMPONENT

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)	450
--	-----

3. RETIRAL BENEFITS

PROVIDENT FUND - 12% of Basic Salary	5,401
GRATUITY - 4.81% of Basic Salary*	2,165
FIXED GROSS SALARY (1+2+3)	90,001

4. PERFORMANCE BONUS

	At an indicative Payout of 50%	At indicative Payout of 100%
PERFORMANCE BONUS	5,000	10,000
TOTAL GROSS SALARY (Inclusive of Performance Bonus)	95,001	100,001

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (without security)	@5%	12	Nil

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

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

Annexure - II
Non Compete agreement

I, _____ do hereby acknowledge and confirm the following:-

(1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.

(2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;

b. accept any offer of employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.

For the purposes of this Non-Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

- i. Tata Consultancy Services Limited
- ii. Accenture Limited
- iii. International Business Machines Corporation
- iv. Cognizant Technology Solutions Corporation
Wipro Limited

Place:

Employee Signature:

Date:

Employee Name : Ms. Sonali Vitthal Bhorade

Acknowledged by Infosys Limited:



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

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2022-23

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LETTER OF OFFER

March 08th, 2023

Mr. Sobel Baccubhal
S/O M. Sharif Baccubhal
189, Telangi Pachha Peth
Solapur, Maharashtra - 413005.

Dear Sobel,

With reference to your application and subsequent discussion with us, we are pleased to offer you a position with Aicence IT Solutions (OPC) Pvt. Ltd. as Front End Developer Trainee on the following terms and conditions:

1. Your remuneration, while posted in India, will be INR. 1,00,000/- (Rupees One Lakh Eighty Thousand Only) annual cost to the company as per attached Annexure, subject to Income Tax deductible at source.
2. You are requested to join us on or before March 08th, 2023.
3. In case there is any kind of Joining Bonus/Notice Buyouts, the candidate/employee has to serve a minimum period of one year with Aicence IT Solutions (OPC) Pvt. Ltd, else they will have to reimburse the entire amount to Aicence IT Solutions (OPC) Pvt. Ltd.
4. During your employment with the company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.
5. During your employment with the company, you will be liable to be transferred to any of the offices, whether existing or to be set up, anywhere in India or abroad, on the same terms and Conditions of employment at the sole discretion of the management.
6. You may be required to sign a service agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments.

Aicence IT Solutions (OPC) Pvt. Ltd.
Level V, Hinjewadi Tech Centre, Rajiv Gandhi Infotech Park, MIDC,
Above Industrial Bank, Phase - 1, Hinjewadi, Pune-411057
Email: info@aicence.com | Web: www.aicence.com
CIN: U72900PN2016OPC16676H



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AICENCE
SOLUTIONS (OPC) PVT. LTD.

LETTER OF OFFER

March 08th, 2023

Mr. Sohail Baccubhai
S/O M. Sharif Baccubhai
189, Telangi Pachha Petli
Solapur, Maharashtra - 413005.

Dear Sohail,

With reference to your application and subsequent discussion with us, we are pleased to offer you a position with Aicence IT Solutions (OPC) Pvt. Ltd. as **Front End Developer Trainee** on the following terms and conditions:

1. Your remuneration, while posted in India, will be **INR 1,00,000/- (Rupees One Lakh Eighty Thousand Only)** annual cost to the company as per attached Annexure, subject to Income Tax deductible at source.
2. You are requested to join us on or before **March 08th, 2023**.
3. In case there is any kind of Joining Bonus/Notice buyouts, the candidate/employee has to serve a minimum period of one year with Aicence IT Solutions (OPC) Pvt. Ltd. else they will have to reimburse the entire amount to Aicence IT Solutions (OPC) Pvt. Ltd.
4. During your employment with the company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.
5. During your employment with the company, you will be liable to be transferred to any of the offices, whether existing or to be set up, anywhere in India or abroad, on the same terms and Conditions of employment at the sole discretion of the management.
6. You may be required to sign a service agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments.

Aicence IT Solutions (OPC) Pvt. Ltd.
Level V, Hinjewadi Tech Centre, Rajiv Gandhi Infotech Park, MIDC,
Above Industrial Bank, Phase - 1, Hinjewadi, Pune-411057
Email: info@aicence.com | Web: www.aicence.com
CIN: U72900PN2016OPC16676B

Mr. Sohel Bacchubhai
S/O M. Sharif Bacchubhai
189, Telangi Pachha Peth
Solapur, Maharashtra - 413005.

Dear Sohel,

With reference to your application and subsequent discussion with us, we are pleased to offer you a position with Aicence IT Solutions (OPC) Pvt. Ltd. as **Front End Developer Trainee** on the following terms and conditions:

1. Your remuneration, while posted in India, will be **INR. 1,80,000/- (Rupees One Lakh Eighty Thousand Only)** annual cost to the company as per attached Annexure, subject to Income Tax deductible at source.
2. You are requested to join us on or before **March 08th, 2023**.
3. In case there is any kind of Joining Bonus/Notice Buyouts, the candidate/employee has to serve a minimum period of one year with Aicence IT Solutions (OPC) Pvt. Ltd., else they will have to reimburse the entire amount to Aicence IT Solutions (OPC) Pvt. Ltd.
4. During your employment with the company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.
5. During your employment with the company, you will be liable to be transferred to any of the offices, whether existing or to be set up, anywhere in India or abroad, on the same terms and Conditions of employment at the sole discretion of the management.
6. You may be required to sign a service agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments.

Aicence IT Solutions (OPC) Pvt. Ltd.

Level V, Hinjewadi Tech Centre, Rajiv Gandhi Infotech Park, MIDC,

Above IndusInd Bank, Phase - 1, Hinjewadi, Pune-411057

Email: info@aicence.com | Web: www.aicence.com

CIN: U72900PN2016OPC166768

Aptlogica Technologies Private Limited

Address: Survey No. 3/1,4/1/3 Rajwade Commercial Complex, Floor 2, Office Number 4,5 & 6, Phase 2
Behind SBI Bank, Pune - Bengaluru Hwy, Ambegaon BK, Pune, Maharashtra 411046
CIN: U74999PN2015PTC156581 Website: www.apptlogica.com
Email: connect@apptlogica.com Phone: +91 988 123 5858

Date: March 14, 2023

Dear Gaurav,

Subject: Your confirmation for the post of "Junior Software Engineer"

We are pleased to convey that you have completed your probation period successfully and the Management has taken the unanimous decision to make you a permanent employee of APTLOGICA TECHNOLOGIES PRIVATE LIMITED.

In view of your satisfactory performance, you have been confirmed at the position of "Junior Software Engineer" at APTLOGICA TECHNOLOGIES PRIVATE LIMITED from March 14, 2023. All other terms and conditions mentioned in the appointment letter will remain the same. Please signify your acceptance of the terms and conditions by signing this confirmation letter and returning a copy.

If you have any doubts or queries, do not hesitate to discuss it with your manager or supervisor. Aptlogica congratulates you on your confirmation and wishes you well in your position.

Yours truly,



Aniket Dharia
(CEO and Managing Director)
APTLOGICA TECHNOLOGIES PRIVATE LIMITED



I hereby accept the company's terms and conditions and confirm taking up the position of "Junior Software Engineer" from March 14, 2023.

Yours truly,



Gaurav Gaikwad.



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

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2022-23

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

?

Date: 05/09/2022

Manasi Mahesh Alekar

C11068116

C/3 Asha Park society, 584 Market Yard, Salisbury Park, Pune -37

9763322261

Dear **Manasi Mahesh Alekar**,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer

and your employment with Accenture is subject to successful completion of the qualifying examination from our college, as well as



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

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2022-23

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-

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

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accenture/auth/login>

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

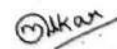
Yours sincerely,



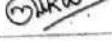
Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

Date - 19/09/2022



Manasi Mahesh Alekar

Candidate's Signature 

ANNEXURE I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		3,00,000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		25,500/-
Maximum Annual Total earning potential(A+B)		3,25,500/-
(C)# Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)		INR 5,000/-
Notional Insurance Premium paid by Company		INR 11,300/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)		INR 341800/-
(D)##Additional Discretionary Reimbursements		
Annual Internet reimbursement		INR 12,000/- (capped at INR 1,000/- per month)
(E)Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value		INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion,

amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to

review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

##(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

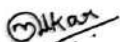
ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:



Manasi Mahesh Alekar

Date: 19 / 09 / 2022

Disclaimer

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MCA

03-Jun-2022

Dear Ruchita Chandrakant Bhavsar,
B.Sc, Statistics
MES Abasaheb Garware College, Pune

Candidate ID – 21062646

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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

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

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

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **50% aggregate** (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

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



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

PVGCOS

NAAC Cycle 2

5.2.1

2022-23



innovaz IT
keeping IT simple

Date: 20/03/2023

Mr. Akshay Selukar,

Dear Akshay,

This is with reference to your application and to the subsequent interviews. We are pleased to offer you the position **Test Lead** at **Innovaz IT** and the job location would be in UAE.

Your salary in terms of CTC (Cost to Company) will be **AED 180,000 P. A (One Hundred and Eighty Thousand Dirham's Per Annum Only)**. Please refer Annexure – "A".

In order to facilitate your joining, we request you to bring with you on the date of joining, original (After proper verifications, we will return your original certificates) and photocopies of the following:

1. Copy of Mark Sheets (10th, 12th, Diploma, UG & PG)
2. Copy of Degree Certificate attested by Indian/UAE Foreign affairs
3. Copy of all the Previous & Present companies' Appointment Order
4. Copy of all the Previous & Present companies' Relieving Letters
5. Copy of Income drawn last (Payslips)
6. Copy of Passport with ECNR clearance
7. 5 x passport size latest photograph with WHITE background

A detailed Appointment Letter will be issued to you on reporting at **InnovazIT**. This Offer is subject to **Background Verification**. If the outcome of Background Verification is negative, the offer will be revoked.

Please sign the duplicate copy of this letter as a token of your acceptance of this offer and reach it to the Human Resources Department within 2 days from the date of issue of the offer letter. This offer is valid till the date of joining as indicated by you.

Thanking you in anticipation for opting to join us.

Welcome to **InnovazIT**

Yours sincerely,



Rolland Ferrao
Director

Accepted: Date of joining: 10- April -2023

Signature of the candidate:



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

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Annexure – A

Proposed Compensation Structure – Mr. Akshay Selukar		
Salary Components	Monthly (AED)	Annual (AED)
Basic	5250	63000
HRA	2625	31500
Conveyance	1313	15756
Special Allowance	5812	69744
Gross Salary	AED 15000	180000
CTC		AED 180000

Additional Compensation:

- **Private Group Medical Health Insurance will be provided for Self & Family (spouse + 2 kids) members for married employees.**
- **Leaves:**
 - **Annual Leave:** You shall be entitled to total of 30 calendar days paid leaves per annum, accruing on a pro-rata basis subject to and/or otherwise as agreed with the line manager/HR.
 - **Sick Leave:** 15 days per year (7 Days for Jan to Jun & 8 Days for Jul- Dec)
 - **Public Holidays** as applicable
- **Gratuity:** As applicable by U.A.E. Law.
- **Annual Leave Air Ticket for Self, Spouse and 2 Dependents below 18 years old :** The company will pay for the return economy class excursion ticket(s) to the nearest international airport of your home country for self after successful completion of each year of employment.
 - The annual tickets allowance will be paid to Employee account only on completion of 12 months from the date of last claim/travel, irrespective of whether the employee travels or not. If staff resigns before the completion of the 12-month cycle. The annual ticket allowance will not be paid.
 - Annual Tickets (Employee + Family) cap of AED 1500/per adult and AED 750 (child below 3 years)

- Visa related Medical and Residence visa for yourself, Spouse and 2 dependents below 18 years old.
- Emirates ID, work permit and residence card for Employee

Working Hours: As per your job role – you will be required to work for 48hrs per week. The job also requires to provide Remote Access Support as required by client on rotational basis.



A handwritten signature in black ink, appearing to read 'Rolland Ferrao'.

Rolland Ferrao
Director