

Shahada Taluka Educational Society & Co-Operative Educational Society Ltd.
Institute of Management Research and Development
Shahada Dist- Nandurbar
Supporting Document of Year Wise List of Placement of Student

Year	Sr. No.	Name of student who has been placed	Program graduated from	Employer of	Pay package at appointment (In INR per annum)
2022-23		Nil	Nil	Nil	Nil
2021-22	1	Sandip Ramesh Samudre	BCA	Quess Corp Ltd.	2.64
	2	Anil Bhavsar	BCA	Aditya Birla Sun Life Ins. Ltd	2.5
	3	Vishal Thakare	BCA	Mithra Technosoft Pvt. Ltd.	6.23759
2020-21	1	Nilesh Devjya Bhavre	BCA	GTL Software Ltd.	
	2	Kapil Varsale	BCA	Virtoustack Softawre Pvt. Ltd.	1.44
	3	Kunal Girase	BCA	Roundcube D & K Group	2.04
2019-20	1	Chetan Dangal Pawar	BCA	Navneet Edu. Ltd.	2.59
	2	Harsh Vinod Sonar	BCA	TCS Ltd.	3.53
	3	Paresh Kantilal Patil	BCA	Noetic labs Pvt. Ltd.	1.2
	4	Paresh Patil	BCA	Webtch Devlopers Pvt. Ltd.	4
	5	Vinod Raju Shirsath	BCA	TCS Ltd.	3.53
2018-19	1	Ashwini Arun Khanore	BCA	Fiare Software Ltd.	
	2	Vishakha Vijay Patil	BCA	Concentrix Services India Pvt. Ltd.	1.7




DIRECTOR
S.T.E.S. & Co-Op. Edu. Society Ltd.
Institute of Management
Research & Development
Shahada, Dist. Nandurbar

Shahada Taluka Educational Society & Co-Operative Educational Society Ltd.
Institute of Management Research and Development
Shahada Dist- Nandurbar

**5.2.1.2: List of Students Placed
Along With Placement Details
during Year
2021-22**

Offer Date : 27/06/2023

Offer No : GS10018284

FIXED TERM EMPLOYMENT CONTRACT

Dear **Sandip Ramesh Samudre**

We are pleased to offer you employment at **Quess Corp Limited** for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to **KUDOS CHEMIE LTD** under this Contract. The terms of employment are exclusively with Quess, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from **JUN 27,2023** be deputed by Quess, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of India as and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from **JUN 27,2023** to **MAY 26,2024**.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

You are required to work at client's location at **Derabassi**.

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Page 1

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QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



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Sandip Ramesh Samudre

POSITION:

You are appointed as **Electrical Engineer** .

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

EXTENSION:

Unless otherwise notified to you in writing this contract of employment would be valid from JUN 27,2023 to MAY 26,2024 This contract may be considered for an extension depending on the client and Quess' requirements. The extension of contract period would be considered on fresh terms as agreed between you and Quess through a separate mutually executed contract of employment. Quess shall inform you in writing of the extension requirements

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at Quess within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, Quess or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. Quess reserves all such right to withheld full or a portion of your salary during such suspension period.

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Page 2

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Parmodre

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 15 days' notice in writing. The Contract can be terminated at the discretion of Quess / Client subject to 15 days' notice. However due to breach of code of conduct, misbehavior or indiscipline etc., then in such cases, Quess will have / reserve rights to terminate immediately without giving notice period.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated with immediate effect.

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Page 3

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ABSENTEEISM:

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of Quess (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Not with standing the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

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Page 4

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You shall report to work on **JUN 27,2023** at the clients place.

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

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 Passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card
10. Complete Application Form with Bio Data/Resume

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With Warm Regards,
For **Quess Corp Limited**.



Tej Hans Raj Singh
Deputy CEO

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I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....

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Page 6

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Parmodre

Compensation Sheet

Offer No : GS10018284

Associate Name : Sandip Ramesh Samudre

Designation : Electrical Engineer

Location : Derabassi

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	11500	138000
House Rent Allowance	5750	69000
City Compensatory Allowance	6755	81060
Gross Salary	24005	288060

Employer's Contribution	Rs. Monthly Pay	Rs. Annual Pay
Bonus	958	11496
Employer Pf	1950	23400
Employer Labour Welfare Fund	20	240
Insurance	315	3780
Workman Compensation	120	1440
Total Contribution	3363	40356
Cost To Company: (Ctc)	27368	328416

Deduction: (Subjected to change)	Rs. Monthly Pay	Rs. Annual Pay
Provident Fund	1800	21600
Labour Welfare Fund	5	60
Professional Tax	200	2400
Total Deduction	2005	24060
Net Take Home	22000	264000

For Quess Corp Limited.



Tej Hans Raj Singh
Deputy CEO



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Parmodre

Dear Associate,

Please download the **WorQ App** on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16
- Get Digital ID Card
- Get Easy Access to Quess helpline
- Get access to Quess Marqet to get lucrative offers specifically for Quess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by **SMS** to your registered mobile No.

For any issues in login to WorQ app, please email to **help@quesscorp.com**.

Please mention your

- Offer No : GS10018284
- Name : Sandip Ramesh Samudre
- Mobile No : 9370666711

Link to download WorQ

Play Store (Android) - <https://goo.gl/rqsMnr>

App Store (iOS) - <https://goo.gl/DmHpEj>

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Page 8

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Sandip Ramesh Samudre

To,

Darshan Anil bhavsar

Ozar

Dear Darshan Anil bhavsar,

We are pleased to appoint you as "Associate Branch Relationship Officer" in the "HDFC Bank Relationship" Department at Ozar Location of Aditya Birla Sun Life Insurance Company Limited ("**Company**"). Your appointment is effective from your Date of Joining i.e. 30/01/2023. ("**DOJ**")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as mentioned in Annexure "B", else you would continue in probation till such time as your services are

either confirmed in writing or terminated as per clauses below.

5. Once confirmed, unless the employment is terminated earlier, you shall continue to be in the employment of the Company up till attainment by you of the age of superannuation, as set out in the Company policy from time to time, which at present is 60 years. Your superannuating age will be calculated against the date of birth proof submitted at the time of joining the Company.

6. During the probation either party may terminate the service by: (i) giving 15 days' written notice; or (ii) payment in lieu of notice period to be paid by the party terminating the services to the non-terminating party.

7. Post confirmation, either party may terminate the service by (i) giving < 30> days' written notice; or (ii) payment in lieu of notice period to be paid by the party terminating the services to the non-terminating party. The services can also be terminated by the Company on Grounds of non-performance of the employee, on which issue the decision shall be taken the sole discretion of the Company, by (i) giving 30 days' written notice; or (ii) payment in lieu of notice period to be paid by the Company to the employee.

8. Payment in Lieu of Notice Period: In case either party wishes to make payment instead of continued employment during the notice period (both during the probation period and post confirmation) then the same be calculated on a daily basis, on the basis of Basic Salary. The payment shall have to be made for the number of days falling short of the notice period.

9. It is clarified that the Company reserves the right to either to accept or to deny, at its sole discretion, the payment in lieu of notice period, if so requested by the employee, both during probation period and post confirmation, and may ask the employee to serve the full notice period.

10. The employee cannot avail of any privilege leave during the notice period, except with the prior approval of the head of department/function. It is clarified that the employee is not entitled to any privilege leave during probation period, thus, cannot claim to avail the same during the notice period in case of termination of employment during the probation period.

11. The final relieving of the employee from the employment shall be subject to (i) the employee's satisfactory handover of the duties and all information and documents pertaining to the work of the employee to the Company's representative or the employee's successor; (ii) settlement of outstanding dues payable from the employee to the Company; (iii) service of notice period or payment in lieu thereof, as the case may be; and (iv) clearance from your immediate supervisor and such other departments as may be prescribed in the Company Policy.

12. Termination for Cause: The Company reserves the right to terminate your employment immediately without giving a notice period of service or payment in lieu of notice period in case reason for the same exists ("**Termination for Cause**"), which circumstances include but are not limited to: (i) any violation of the terms and conditions of employment as contained in this letter or as contained in any of the rules, regulations and policies of the Company, as shall be amended from time to time; (ii) In case the Company : finds you guilty of misconduct, dishonesty or acting in a manner prejudicial to or conflicting with the interests of the Company; and (iii) in case you absent yourself from the services of the Company without prior approval for four (4) consecutive days or overstay sanctioned leave without prior intimation and approval by four (4) consecutive days; in this case you will be deemed to have abandoned service voluntarily and shall have to pay to the Company payment in lieu of notice.

13. On joining, your services will deem to be under probationary review for a period of 6 months from the date of your joining. Your services will be confirmed on successful completion of New Hire Goal sheet as applicable in your grade and will be communicated to you on your joining. Unless your services are confirmed in writing by the Company, you will continue to be on probation

Actions Upon Ending of Employment:

14. In the event your retirement (upon attaining the age of superannuation), separation or termination of your employment by the Company for any reason whatsoever, you will promptly return to the Company, all documents, files, notes, lists, credit cards, computer disks, recordings, print-outs, drawings, any other assets (including, without limitations, any materials reflecting or containing Confidential Information) that are in your possession or under your control and that relate to the operation and business of the Company. You shall not be entitled to retain any duplicates or summaries of or notes on any of the foregoing.

15. In case you are provided with accommodation by the Company, then upon end of your employment with the Company, howsoever caused, you shall vacate the premises in accordance with the rules of the location of your posting and of the Company and within the time frame

prescribed therein, subject to any other time frame as may be specifically communicated to you in writing.

Leaves:

16. You will be governed by the Company's leave policy in force and as applicable to your category of employees from time to time.

Traveling:

17. In the course of your employment, you may be required to travel to domestic and foreign locations in connection with the Company's business, according to the directions and instructions issued by the Management, from time to time, for which you will be reimbursed expenses in accordance with the relevant travel policies.

Transfer:

18. Your services are liable to be transferred, as per Company Policy, to any other associate or affiliate entity of the Company and such transfer can be to any other domestic or international location. Upon transfer you shall be paid relocation expenses as per Company Policy. The Company is a part of the Antifrazile and the companies in the Antifrazile are affiliates of the Company. It is understood and agreed that the Company shall have the right to transfer/second you, as the case may be, to any function or business group, any other location within India or overseas, or to its affiliate and subsidiary organizations, at any time in the future, whether present or set up in future. All such transfers shall be on continuity of service basis, however, upon such transfer you shall be governed by the rules, regulations and policies of such new employer and all your legal rights and remedies shall only be against such new employer.

Confidentiality & Non-Disclosure:

19. You agree that during your employment you may have access to or acquire, through the Company, its employees, clients, vendors, service providers etc., various kinds of information pertaining, amongst others, to the business, employees, clients and other stakeholders of the Company and that all such information ("**Confidential Information**") shall be treated as confidential and shall not be disclosed by you to any third party or even other employees of the Company. Disclosure of Confidential Information to other employees of the Company shall be purely on a need to know basis. You should refrain from sharing any information – whether words, images, logos or videos – that is Confidential or proprietary to the Company through any modes of media, including public newspaper, journal, television channels, online media, news channels or otherwise. You shall not release/ disclose on media, any internal communication intended solely for the information of all employees of the Company nor shall you associate yourself with any group or entity engaging in such activities without the prior approval of the management. You shall not publish or communicate, in any manner, any derogatory or defamatory content about the Company, its associates, affiliates, management or other employees. You understand and agree that you have a continuing obligation not to use, publish or otherwise disclose either during or after your employment with the Company, any trade secrets, Confidential or proprietary information belonging to, or concerning or referring to the Company, or any client or customer of the Company. You acknowledge that should you breach this provision, the Company will suffer immediate and irreparable harm and that money damages will be inadequate relief and therefore, you agree that should you breach this provision; the Company will be entitled to injunctive relief to enforce the provisions contained herein.

20. During the continuance of your employment with the Company and thereafter, any process, practice, discovery or invention ("**Invention**") developed or acquired by you in the course of discharging of the assigned duties, shall remain the sole property of the Company and same shall not be used in any manner whatsoever by you without the specific knowledge and express permission of the Company, post cessation of your employment with the Company, and you hereby assign all rights, title and interest in such Invention to the Company and agree to help the Company to perfect its title to the same.

21. During the period of your employment with the Company and for a period of one year thereafter you agree you shall not, whether directly or indirectly, induce or solicit any person employed or engaged by the Company or its affiliate companies (whether as an employee, consultant, advisor or in any other manner) to terminate their contractual relationship with the Company; and become an employee of, or directly or indirectly offer services in any form or manner to any other company, person or entity. You shall keep the Company indemnified in respect of any loss that may be caused to it as a result of breach of this covenant by you.

22. During the period of your employment with the Company and for a period of one year thereafter you agree that you shall not, whether directly or indirectly, solicit or induce any customer to remove

its business from or reduce its business with the Company or its affiliates.

23. You agree to keep strictly confidential in whole or in part, the terms of this letter/agreement and further agree not to disclose the terms of employment to any person and entity except as required by law or legal process and except for disclosure to your attorneys, accountants, and immediate family.

Company's Rules, Regulations and Policies:

24. The Company reserves the right to change the terms of employment from time to time.

25. You will be bound by the various rules, regulations and policies of the Company as are existing on the date and as shall be amended by the management from time to time and the same are deemed to be part of your terms and conditions of employment. You are required to follow the Company's values and code of conduct and other policies and these include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You are required to acquaint yourself with the various rules, regulations and policies of the Company and follow these strictly. In order to keep the Employee apprised of the changing policies on a regular basis, the Company shall make reasonable efforts to make the policies available for the employees to access them.

26. Any violation of the terms and conditions as contained in this letter and the Company's rules, regulations and policies and can render your employment liable to be terminated.

27. While you are being appointed in the current role and function, you may be called upon to perform such other duties or take on such other responsibilities in the interest of the business and priorities of the Company, which the management believes are well within your capabilities and of which the management will be the sole judge. In this regard, it is further clarified that with ever changing scene of technology, office automation, administrative procedure, you will undertake to adapt new methods of working with the use of modern or modified equipment, tools etc. of work as dictated by the circumstances of the Company's business in a competitive environment.

28. Your continuance in the employment of the Company is subject to your remaining physically and mentally fit for the purpose of the job. As and when required by the management, you will submit yourself to medical examination at the cost of the Company by a physician appointed by the Company for the purpose.

29. During the course of your employment with the Company you shall not take up any other employment or activity, whether for or without consideration, that may be a conflict with your responsibilities as an employee of the Company and shall devote your full time and attention to the employment with the Company. Amongst others you will not contest election to any legislature or local body without the previous specific permission of the employer in writing.

30. You will keep us informed of any changes in your residential address (Current and Permanent), or any other personal particulars relevant to your employment e.g. change in name, addition of further professional qualifications etc.

31. You confirm that there is no litigation/conviction against you before any Court of Law which involves criminal offence or offences involving moral turpitude.

32. You give your consent and irrevocable authorization to the Company: (i) to share and disclose the information relating to your current and previous employment and academic credentials with any person, vendors or any other authority or any third party, engaged by the Company to obtain such information as is required for the purpose of proper background check and verification, both during and after your term of employment; (ii) to provide a reference check covering your employment with the Company, including sharing the cause of your exit from the Company to any third party or repository agency conducting a reference check on behalf of any other employer or agency, as may approach it either during or post your exit from the Company; and (iii) to share your details or any other information pertaining to your employment with any Government authority and agency, pursuant to a request received for the same both during and post your exit from the Company.

33. During your employment the employer may also ask you for proof of date of birth, nationality, education, prior employment documents and proof of relationship with any nominees in any statutory or other benefit plans provided by the Company, etc. which have to be submitted by you within a stipulated timeline as required by the Company. The employer will store these documents in electrical / physical format as deemed fit or relevant.

34. (i) This appointment is contingent upon:

(a) Satisfactory results of the pre-employment medical check-up and satisfactory reference checks, background verifications, verification of educational qualifications and past employment records.

(b) All information, facts and figures provided by you to the company's representatives at any point in time, being accurate and true.

(c) Your acceptance of the above terms and conditions.

(ii) The Company reserves the right to terminate your employment forthwith, without any notice period or payment in lieu of notice, in case any information provided by you or your references turns out to be false or incorrect.

(iii) You are requested to provide us a copy of this appointment letter signed by you as an indication of your acceptance.

We wish you an enjoyable and rewarding association with **Aditya Birla Sun Life Insurance**

Yours Sincerely,

For & on Behalf of

Aditya Birla Sun Life Insurance

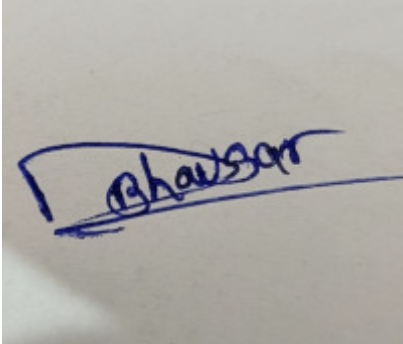


Authorized Signatory

Prasad Kakkat

Head – Sales HR

I have read and understood all provisions relating to my employment with the organization and I accept all the terms and conditions mentioned in the same.



Name:

Date:

Annexure A

		Fixed Compensation	
		Monthly	Annual
Salary		7292	87500
	Basic Salary	7292	87500
Allowances & Reimbursements		11537	138444
	Housing Rent Allowance	3646	43750
	Education Allowance	200	2400
	Statutory Bonus	1400	16800
	Special Allowance	6291	75494
Gross Salary		18829	225944
Retirals		2005	24056
	Provident Fund (Company Contribution)	1654	19847
	Gratuity	351	4209
Fixed Compensation		20833	250000



Vishal Thakare

S/O Sadashiv Thakare,

Zotwade, Dhule, Maharashtra, 425408.

Dear Vishal,

We are pleased to appoint you on the following terms and conditions:

1. **Designation:** Your Designation shall be **Website Program Manager.**
2. **Effective Date:** Your appointment shall be effective from the date of joining, which shall be on **22nd February 2023**, failing which; this appointment shall stand automatically withdrawn.
3. **Salary:** You will be paid salary as per Annexure - 1.
4. **Intellectual Property Rights:** You shall keep confidential all information about the Intellectual Property Rights of the Company and other Information pertaining to the Company's Operation including operations at the Client's place. You shall not divulge any such confidential information to anyone within the Company or Client's employee without the specific permission of the Company. Further, all confidential information relating to the Client shall continue to remain confidential for a minimum period of two years following the conclusion of your employment or completion of the Client's Project. Any liability on the Company consequent on breach of the aforesaid condition by you shall be to your account and you shall be liable to indemnify the Company with regard to all the costs and expenses which may be incurred during this period.
5. **Rules & Regulations:** You shall abide by the Rules & Regulations of the Company which are in force from time to time. You may please note that the Company reserves right to vary or modify any or all the Rules and Regulations from time to time if it deems fit in the interest of client, company and employees'. You shall comply with all the Rules & Regulations as stipulated in the **Hand Book of the Company**. You shall also need to execute confidentiality and non-disclosure agreements as per the requirements of the Company. You shall maintain discipline in the premises of the Company or the Client and any violation thereof is liable to viewed seriously.
6. **Company's Properties:** You must take due care of the entrusted properties of the company and shall be accountable. You must use the same for official purposes only.

In case of any misuse, company reserves all rights in taking appropriate legal action(s) against you.

7. **Information:** This offer is made on the basis of the information furnished by you. If it is found that you have made a wrong declaration or have concealed any material information, your employment shall be terminated without notice or pay in lieu thereof.
8. **Work Hours:** According to the Company's policy, your daily working hours will be according to client's requirement.
9. **Leaves:** You will be entitled to a total leave of 12 days in a Calendar year, from the date of joining, on an accrual basis, in accordance with the rules of the company for the time being in force. However, you can avail weekly and public holidays as per the client's list of holidays.
10. **Age of Retirement:** You will retire in the normal course from the service of the Company at the age of superannuation i.e., on the date of 60th Birthday.
11. **Performance Review:**
 - 11.1 You have agreed that your performance is subjected to an Annual Performance Review and Appraisal from the date of joining the Company and further understand that a report of your non-performance shall lead to automatic termination.
 - 11.2 Your work performance will be monitored periodically and you shall satisfy the minimum Performance Standards set forth by the Company and/or client for the time being in force. The company shall have the right to vary or modify such Standards from time to time and consistent failure to meet such standards despite prior feedback may attract action as may be deemed appropriate by the management.
12. **Remuneration:** Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential. You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself either directly or indirectly in any other business or services except the assigned Company's business or service.

13. **Company's confidential Information:** Information pertaining to the Company's operations shall be maintained confidential by you.
14. **Office Facilities:** All the Company's facilities, including the office, equipment, books and other materials shall be exclusively utilized for Company's business purposes only.
15. **Execution of Other Agreements:** On joining the Company, a formal agreement to effect non-disclosure of confidential information and protection of intellectual property, shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you.
16. **Changes in personal data:** You shall inform the company of any change in your personal data within 3 working days. Any notice required to be given to you shall be deemed to have been duly, properly given if delivered to you personally or sent by registered post, at your address provided by you and as recorded with the Company.
17. **Indemnity:** You agree to make good for any loss or damage that has been or might incur by the Company in respect of any acts/omissions/negligence of yours at the Client's place.
18. **Condition:**
 - 18.1 Subject to your acceptance of our offer, on and after your date of joining, your services shall be terminable by company, giving the notice period of **30 days** or gross salary of one month, further if you decide to terminate your employment you shall render your resignation via official email and serve the notice period of 90 days. However, after resignation, if you decide not to provide any notice as specified, Company holds full rights to accept or reject your resignation without notice considering the overall business situation. Company has the sole authority to insist on the one month or less notice, which will be decided on case to case basis.
 - 18.2 Company reserves the right to terminate you without assigning any reasons, if it found that you have committed breach on any of the terms and conditions stipulated herein.
19. **Termination of Employment:** If either party wishes to end the association, a notice period of not less than **15 days** indicating the same shall have to be provided by the same party in writing to the other. However in case:

19.1. Where we receive an update from the client stating that you shall be relieved from your assigned responsibilities due to project closure / otherwise, a notice period of not less than 15 days shall be provided to you by the Company.

19.2. If you are able to secure a job within the period of 15 days during the notice period, then the above stated notice period would become termed null and void and you shall be paid on a pro-rata basis based only on the number of days employed / worked.

19.3. Where the client informs us that you are being terminated due to misconduct / misbehaviour, then you shall be terminated for the reasons whatsoever from the client location with immediate effect & in this scenario, client's decision shall be considered as final.

20. **Liquidated Damages:** In case of your discontinuation prior to the term of your employment / project at client location without providing the stipulated period of notice as mentioned and acknowledged herein, you shall be liable to compensate the amount equivalent to the sum of rupees which the Company needs to compensate its client as liquidated damages / penalty towards absconding.

21. **Non-Solicitation:** During the period of one (1) year following the conclusion of your employment for whatsoever reason (which time period can be extended by the length of time during which you are in violation of this paragraph), you shall not either directly or indirectly solicit the business including employment.

We take pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

Authorized Signatory,

For Mithra Technosoft Pvt. Ltd

ANNEXURE - 1

SI No	Particulars	Per Month	Per Annum
1	Basic Salary	28560	3,42,720
2	HRA	7,080	84,959
3	Conveyance Allowance	4531	54,372
4	Medical Allowance	8,239	98,868
5	Statutory Bonus 8.33%	3,475	41,700
6	Special Allowance	1295	15,540
	Gross Salary	53,180	6,38,159
1	Add : PF - @ 12.00% on Basic Salary-Employer	7,800	93,600
2	Add : ESI - @ 3.25% on TotalEmployer	1575	18,900
	Cost to the Co.	62,555	7,50,659
	Less : Deductions :		
1	PF from Employee @ 12%	7,800	93,600
2	ESI from Employee @ 0.75%	1575	18,900
3	Profession Tax	1200	14,400
		9,374	1,26,900
	Take Home Salary :	53,180	6,23,759



** The Company however shall be entitled to deduct Taxes, if any, under the Laws in India with regard to payments to be made to you and shall furnish you necessary Certificates evidencing such deduction. It is your responsibility to meet all requirements under the Indian tax laws including tax compliance and filing of personal tax returns in respect of all payments paid to you under this letter. Taxes on any payment made under this letter will be borne by you. The Company shall deduct Tax Deducted at Source ("TDS") on any payments under this letter that require such deduction to be made by the employer in accordance with the Indian tax laws.*

I agree to accept employment on the above-mentioned terms and conditions. I will report to duty on 22.02.2023

Signed: _____

Shahada Taluka Educational Society & Co-Operative Educational Society Ltd.
Institute of Management Research and Development
Shahada Dist- Nandurbar

**5.2.1.2: List of Students Placed
Along With Placement Details
during Year
2020-21**

OFFER LETTER

Nilesh Devjya Bhavre

North Maharashtra University , Jalgaon

Subject: offer Letter for Internship

Dear **Nilesh** ,

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 **05/01/2023** for a period of 6 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



Rahul Sharma, MD, Gtl software



www.gtlsoftwares.com

Address: Office No. 1 Vitthalsmruti , KokanExp Len, Rahul Nagar, Kothrud, Pune, 411038



VIRTOUSTACK
A Company By **CANADIV**

+91 90753 40363

www.virtoustack.com
contact@virtoustack.com

Office no- 514-515, 5th floor, Gera's Imperium
Alpha, Rajaram Patil Nagar, Vitthal Nagar, Kharadi,
Pune, Maharashtra 411014.



Employment Offer Letter

Confidential

14th -May-2022

Dear Kapil Varsale

Subject: Your engagement as a Software Engineer

Trainee At Virtoustack Softwares Private Limited

We are pleased to inform you that you have been selected as a Software Engineer Trainee with VirtouStack Softwares Private Limited (Company)

Your Annual CTC would be ₹1,44,000. Your first day at VirtouStack would be 16th May 2022.

The first Six months of your employment will be a probation period. And the company reserves the right to terminate your employment without any prior notice during the probation period. During your probation period, you are not allowed to resign from the company.

Post 6 months, your notice period will be 2 months from the date you decide to leave the organization, failing which you would be required to pay the company compensation decided on pro rata basis.

All terms and conditions in this document, read with any other document specifically referred herein and incorporated here to such reference, collectively shall constitute the entire understanding between Employee and the Company.



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www.virtoustack.com
contact@virtoustack.com

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Alpha, Rajaram Patil Nagar, Vitthal Nagar, Kharadi,
Pune, Maharashtra 411014.



1. Working days

Normal working days for the Company are Monday through Friday, as well as 2 Saturdays a month. The company observes Sunday as a compulsory weekly off. The normal working hours are fifty-four hours per week..

2. Holidays and Leaves

During the employment period, you will be eligible for leaves as per Company's Leave policy. However, leaves are not allowed during the probation period. Any leave taken during this period will be considered as leave without pay (LWP), except for sick leave. In case of sick leave, you need to provide a medical certificate for anything more than 2 days.

3. Termination of Employment

The employment period can be terminated for whatsoever reasons by either party.

The Company can terminate your employment without any notice period in case the employment is terminated on the grounds of

- i. Breach of confidentiality or IP-related obligations
- ii. Violation of law
- iii. Gross Misconduct
- iv. A material breach of Company policy.
- v. More than one instance of uninformed/ill-Informed leave.
- vi. Failure to produce documents within one week of joining.
- vii. The incident related to Sexual Harassment

4. Dispute Resolution

In case of any dispute or disagreement about the terms of this offer or matters connected thereto, you agree to negotiate in good faith to resolve such dispute or disagreement. In case you and Company fail to settle the dispute/ disagreement amicably, the same may be exclusively referred to arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996 at Pune. Each party shall bear its costs for arbitration.

5. Company Image

You will always be alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect the image of the Company.



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Pune, Maharashtra 411014.



6. False Document

If any false document or information furnished by you to the company is false or if you are, at any time, found to have suppressed any material information, you will be liable for termination without notice. Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

Please contact Mrunal Bagal on the start date of your employment with the Company. She will guide you with the further steps.

7. Location Update

By accepting the offer, you agree that as an employer, depending upon the requirement from the clients and subjective internal operations formalities, VirtouStack Softwares can relocate the employee and/or update the mode of work agreed by the employee at the time of hire

8. Documents required at the time of Joining:

The following original certificates/documents along with one photocopy should be furnished. Original certificates/documents will be returned to you after verification.

Sr. No.	Description
1	Certificates of educational qualification - 10th, 12th or equivalent.
2	Certificate of Graduation and/or Post Graduation and Mark Sheets
3	Aadhar Card
4	Pan Card
5	All Offer Letters and Relieving Letters
6	All Experience Letters
7	Last 3 salary slips
8	Proof of relevant Work Experience
9	Covid Vaccination Certificate



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Alpha, Rajaram Patil Nagar, Vitthal Nagar, Kharadi,
Pune, Maharashtra 411014.



In token of your acceptance of this offer, please sign and return a duplicate copy of this letter.

Please contact Mrunal Bagal (mrunal.bagal@virtoustack.com, +91 8484957714) if you have any queries.

We welcome you to the VirtouStack family!

Yours sincerely,

Mrunal Bagal
Human Resource Executive
VirtouStack Softwares Private Limited





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Pune, Maharashtra 411014.



Acceptance of the Offer

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my having accepted the offer and the terms and conditions set out in this letter.

Also, I hereby declare that nothing apart from the above-mentioned clauses has been committed to me during the selection process.

I, _____ accept this offer letter.

Signature:

Name:

Date:



Subject **Confirmation of On-Roll Employment**
From HR Manager, D & K Group <hr@dnktechnologies.com>
To <kunal.girase@dnkmail.in>
Cc Alkesh Patel <alkesh@dnktechnologies.com>, Hasmukh Viradiya <hasmukh@dnktechnologies.com>, Account Dnktechnologies <account@dnktechnologies.com>
Date 2023-06-02 13:30



**Dear Kunal Girase,
Congratulations!!**

We are pleased to inform you that you have been selected for the position of **"Jr. Dotnet Mvc Developer"** for our Surat office.

Your offered **CTC** will be **INR. 2,04,000/-** annually. The statutory deduction will be there as per government norms. A loyalty bonus of Rs. **1000/-** will be deducted every month, which will be repaid after the successful completion of 1 year.

Your CTC will be effective from **1st June 2023** onwards.

As per the commitment, you will stay with the organization for the next 1 year. You will receive an increment after successfully completion of 1 year from the date of your on-roll job confirmation based on your performance.

Thanks & Regards,



Darshani Dubey
Human Resource Manager
Mobile: +919925299243 Email: hr@dnktechnologies.com

D&K Group

Phone: +91 9033330404

| Email: info@dnktechnologies.in | Website: <http://dnktechnologies.com> LinkedIn: <http://Linkedin.com>

Address: 305, Sunshine Complex, Op. CNG Pump, Near Sudama chowk, Mota Varachha, Surat, Gujarat, India.

Save Paper. Save Trees. Go Green.

Disclaimer: This Email along with its attachments are being sent by the sender on behalf of D&K Group and are solely for the intended recipient only. If you are not the intended recipient, please delete this email and alert the sender of the same. The contents of this email are confidential and should not be copied, modified, distributed, published, disclosed to, retained or used by any other party unless it has a prior written consent from the authorized representative of D&K Group. While we do take precautions against viruses, D&K Group is not responsible for any virus transmitted from this email. We also request you to save the environment by not taking a print out of this Email. Thank You!

Shahada Taluka Educational Society & Co-Operative Educational Society Ltd.
Institute of Management Research and Development
Shahada Dist- Nandurbar

**5.2.1.2: List of Students Placed
Along With Placement Details
during Year
2019-20**



Knowledge is wealth

16th March, 2020

Mr. Chetan Dangal Pawar
At Post Aslod, Tel- Shahada
Nandurbar-425444
Maharashtra

Dear Mr. Pawar,

LETTER OF APPOINTMENT

With reference to your application for employment, we are pleased to appoint you as "Sales Executive" for location **Nandurbar** in **SBU - I (Canvassing)** of our company w.e.f. 13-03-2020.

You would be based in **Nandurbar** and would currently operate from your residence. The detailed terms and conditions of employment are attached.

You will be on probation for period of **eight months**, during which your performance will be periodically reviewed. On successful completion of the period, your services shall be confirmed on the same terms and conditions as regards compensation.

Your emoluments would be as under:


Particulars	Amount(₹) P.M.
Basic Pay	11,500/-
House Rent Allowance	1,106/-
Conveyance Allowance	900/-
Medical Allowance	400/-
Educational Allowance	300/-
Leave Travel Allowance	2,500/-
Gross Monthly Salary	16,706/-
Annual CTC	2,59,163/-

Office working hours are from 09.30 a.m. to 06.30 p.m. and you will observe a six-day work week (Monday to Saturday).

All other facilities applicable as per company rules would be applicable to you on confirmation of your services.

We welcome you to the **NAVNEET** fold and wish you a long association and a fruitful career with us. We do hope that you would put in the required efforts to perform your duties to the expectation of the management.

Regards,


Bhavesh Savla
Manager HR

Accepted

Employee's signature with date

NAVNEET EDUCATION LIMITED

CIN: L22200MH1984PLC034055

Navneet Bhavan, Bhavani Shankar Road, Near Shardashram Society, Dadar (W), Mumbai 400 028. India.

Tel.: 022 6662 6565 • email: nel@navneet.com • www.navneet.com •  /navneet.india



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General terms and conditions governing your employment

1. You will be on probation for a period of **Eight Months** from the date of your joining duty. During the period of probation, your conduct and performance will be reviewed periodically. You will be confirmed in the services of the company if your work and conduct during the said period of probation has been satisfactory. During the period of probation, your services are liable to be terminated at any time, without any notice or payment of any compensation and also without assigning any reasons thereof if in the opinion of the company your conduct or performance is prejudicial to the interests of the company. The Company reserves the right to extend the probation period, if deemed necessary.
2. If your conduct and performance during the probation period is assessed as satisfactory, your services will be confirmed in writing and you will be absorbed in a permanent position.
3. You will subject yourself to medical examination from time to time during the course of your employment as and when required by the Company.
4. Your appointment is based on information given by you in your application and at the time of interview. If any material information so provided is found to be false or held back, the employment contract shall be terminated by the company. Your position is of a whole time employee of the Company and you shall devote yourself exclusively to the business of the Company. You are not permitted to take up any other work for remuneration (part time or otherwise) or work on advisory capacity during the employment with the Company, without the prior written permission from the Company.
5. You should be at work at fixed times in the establishment. Attending late will result in deduction of your salary and you shall also be liable for suitable disciplinary action.
6. You will be governed by the service rules in force in the Company and will always abide by the same. Any change in the said rules, will be made known to you and will apply to you.
7. In case you are absent from duty for medical reasons, you are required to submit medical certificate within two days of such absence, failing which, your absence will be treated as unauthorized.
8. You are required to supervise the work of junior employees / subordinates working under you and also to take proper care to ensure that they carry out their duties properly and maintain discipline in all respect. You will carry out your work with accuracy and efficiency. Any lapse in this respect would render you liable for appropriate disciplinary action.
9. Your appointment is subject to your being consistently suitable for our requirement and you are expected to carry out all work and responsibilities assigned to you from time to time.
10. You will diligently and faithfully carry out your duties and the instructions given to you by your superiors in connection with the work of the Company. You shall not indulge in any activities which are prejudicial and/or detrimental to the interest of the Company.
11. During the course of employment, you shall not work for any other individual/ organization for monetary/non-monetary benefits or otherwise.
12. During your employment with the Company, you will be liable to be transferred to any of the Office/Departments of Company, whether existing or to be set-up, whether in same town/city or anywhere in India at the sole discretion the Management with or without any change in terms and conditions of the employment.

Employee's signature and date

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13. Any information relating to the products, method of development, services or business affairs of the Company (including, but not limited to the contents created, the interim versions and the other intellectual property) will be treated by you as confidential and will not be disclosed by you to or used by you for any purpose other than the performance of your duties to the Company. Promptly, upon cessation of your duties, you will return to the Company, all documents, computer disks, notes, devices, records, data, drawings, specifications or other information or property furnished by the Company or otherwise containing confidential information of the Company including all copies thereof.
14. During the course of employment, you will not create any contents/ develop any work for the Company or perform any act or recommend any action to be taken by the Company, which you know and should have known will infringe any Intellectual Property Right of any third party. In case any of your acts result in it infringement of any right of third party, you shall indemnify the Company and keep indemnified for all claims, costs, charges, damages.
15. You shall not divulge any of our technical or important information which comes in your possession or to your knowledge during the course of your service in the Company and even thereafter.
16. The retirement age is 58 (fifty eight).
17. You are required to furnish to the Company your local as well as permanent/native place address and give intimation to the Company whenever any change takes place in the same.
18. Notice Period as follows -

Category	During Probation Period	After Confirmation
Assistant General Manager, DGM, GM & above	One and half (1½) months	Three (3) months
Deputy Manager, Manager, Sr. Manager	One (1) month	Two (2) months
Staff, Executive, Sr. Executive, Officer, Sr. Officer, Assistant Manager	One (1) month	One and half (1½) months

If notice period is not served, the employee is liable to pay amount equal to the gross salary for the shortfall in notice period. This notice period requirement would however, not apply in case of dismissal and the company reserves the right to terminate your services without any notice on grounds of fraudulent, improper, or such other undesirable or unreasonable misconduct including commission of any act or omission which amounts to sexual harassment under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules/Policies framed thereunder.

19. If you are not covered under The Employees' State Insurance Act, 1948, then you will be covered under The Employee Compensation Act, 1923. Under this Act, if personal injury is caused to an employee by accident arising out of and in the course of employment, you will be entitled to be compensated in accordance with the provision of this Act. For details please refer The Employee Compensation Act, 1923.
20. You will not become guarantor/surety in case of any loan obtained by any employee of the Company or outsider from any financial institution where the Company is under statutory obligation to make deductions from your salary and make payments to such financial institutions. Violation of this term shall amount to, a breach of terms of employment and same will invite disciplinary actions against you.

Employee's signature and date

NAVNEET EDUCATION LIMITED

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21. Your appointment is subject to submission of the enclosures as listed in the Personal Profile Form, completion of the necessary formalities in respect to P.F., E.S.I.C. (where applicable), Gratuity and the opening of Salary Account in ICICI Bank. Failure to comply with the above will render you liable to appropriate action as may be deemed fit by the company.

If you are agreeable to the above terms and conditions as also the service rules, you are required to sign the duplicate of this letter in token of your having accepted the same.


Accepted

Employee's signature and date

NAVNEET EDUCATION LIMITED

CIN: L22200MH1984PLC034055

Navneet Bhavan, Bhavani Shankar Road, Near Shardashram Society, Dadar (W), Mumbai 400 028, India.

Tel.: 022 6662 6565 • email: nel@navneet.com • www.navneet.com •  /navneet.india



Offer: Computer Consultancy
Ref: TCSL/DT20218450459/Pune
Date: 02/11/2021

Mr. Harsh Vinod Sonar
Gujar Galli, ShahadaSonar Galli,
Gandhi Chowk,
Shahada-425409,
Maharashtra.
Tel# -

Dear Harsh Vinod Sonar,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,53,578/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20218450459

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



1. Basic Cover

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

2. Higher Hospitalisation

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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

**Provident Fund**

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

Gratuity

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

TERMS AND CONDITIONS**1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board /University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment,



business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

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

10. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Service Agreement

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

12. Overseas International Assignment Agreement

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



This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

16. Retirement

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

17. Pre-employment Medical Certificate

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

18. Employment of Non Indian Citizens

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



19. Background Check

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

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the **nextstep portal** as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
 - Aadhaar Card
 - Standard X and XII/Diploma mark sheets & Certificate
 - Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
 - Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
 - Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
 - Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
 - Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
 - Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer
- The original documents will be returned to you after verification.



In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

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

24. Compliance to all clauses

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

25. Data Privacy Clause:

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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



(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name	Harsh Vinod Sonar
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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

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



Offer Letter

2 messages

HR <hr@webtechdevelopers.com>

Sat, 5 Mar, 2022 at 10:55 pm

To: patilparesh020@gmail.com

Cc: mcaplacement.iicmr@gmail.com, shashi bhat <shashi@gryphonconsultancy.com>

Hello Paresh Patil,

Congratulation! We are pleased to inform you that you have been selected for employment in Webtech Developers, subject to successful completion of your sponsored project.

When you have completed your sponsor project, your expected joining date for training will start on 11 April 2022. Your training period will be complete on 11 October 2022. You will get stipend of Rs. 10,000/- per month during the training period. After successful completion of training, you will receive salary with CTC of Rs.4.0 Lac Per Annum.

You must sign a 2-year Job service agreement with us. Failing to complete 2 years of service, then Webtech Developers has the right to recover employee training cost of Rs.90000. Webtech does not ask for any advance service agreement fees or amount.

Our training program is considered one of the best and is designed to help you become a successful developer. A trainer will start with basic training, teaching you all the programming fundamentals. After you build a strong foundation, you will start with practical training guided by a senior developer.

We provide the flexibility for you to work remotely. Working from home does require you to work honestly with proper focus. If you choose to work remotely then you must have a broadband connection, a good quality headset and a quiet private room to work full day. You may at any time work from our beautiful office in Pune. The office is in a landmark building and is centrally located, allowing you to experience all the amenities that Pune offers.

We offer flexible working hours and flexible working days. Some companies provide flexible working hours but very few provide flexible working days. This is an amazing benefit our employees enjoy.

Our normal working hours are:

Monday to Friday 8:30AM – 6:00 PM

One Saturday per month 8:30 AM – 6:00 PM

Lunch breaks is from 1:00 PM - 1:30 PM

Our goal is to have a long-term relationship with sincere employees who are looking to help grow the company with us. We take this opportunity to welcome you to Webtech Developers and hope that your association will prove to be of mutual benefit.

This offer is valid the next 48 hours. Please respond by email with your acceptance.

Thanks & Regards,

H.R. Manager

Webtech Developers Pvt. Ltd, Pune.

Phone: 8208461584.

<http://www.webtechdevelopers.com>

Paresh Patil <patilparesh020@gmail.com>

Sun, 6 Mar, 2022 at 11:40 am

To: HR <hr@webtechdevelopers.com>

Cc: mcplacement.iicmr@gmail.com, shashi bhat <shashi@gryphonconsultancy.com>

Dear sir,

I would like to thank you for giving me this wonderful opportunity and I am happy and glad to accept your offer.

Regards

Paresh Patil.

[Quoted text hidden]

Offer Letter

05th Dec 2022

Dear Mr. Paresh Patil,

With reference to your application and subsequent interview with us, we are pleased to offer you position as Software Developer in our organization on the following terms and conditions.

Date of Joining: You are requested to join on **05th December 2022**.

Salary: Your monthly stipend would be ₹ 10,000(₹ Ten Thousand Only).

Probation/Confirmation: You will be on a Probation period for the six months. Based on your performance your services will be confirmed with the company after six months.

During the probation period your services can be terminated with seven days notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on 60 calendar working days or 60 working days notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

Notice Period: The notice period for relinquishing your services from the company would be 60 calendar working days or 60 working days gross fixed salary lieu of the notice period.

The notice period shall commence from the date of receipt of resignation by the company or the date of serving the termination letter by the company.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.



You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to the Noetic Systems family and look forward to a fruitful collaboration.

With best wishes,
For Noetic Labs Pvt. Ltd.

Mrs. Sonal N. Narkhede.



Offer: Computer Consultancy
Ref: TCSL/DT20218450482/Pune
Date: 02/11/2021

Mr. Vinod Raju Shirsath
At Kamaravad Tal. Shahada Dist. NandurbarAt Kamarawad Post.Kawalith Tal.Shahada,
Village,
Shahada-425424,
Maharashtra.
Tel# -

Dear Vinod Raju Shirsath,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,53,578/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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3

TATA CONSULTANCY SERVICES

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

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

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



1. Basic Cover

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

2. Higher Hospitalisation

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

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**Provident Fund**

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

Gratuity

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

TERMS AND CONDITIONS**1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board /University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment,



business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

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

10. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Service Agreement

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

12. Overseas International Assignment Agreement

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



This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

16. Retirement

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

17. Pre-employment Medical Certificate

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

18. Employment of Non Indian Citizens

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



19. Background Check

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

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the **nextstep portal** as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
 - Aadhaar Card
 - Standard X and XII/Diploma mark sheets & Certificate
 - Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
 - Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
 - Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
 - Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
 - Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
 - Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer
- The original documents will be returned to you after verification.



In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

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

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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



- (a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.
- (b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.
- (c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.
- (d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.
- (e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.
- (f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name	Vinod Raju Shirsath
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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

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

Shahada Taluka Educational Society & Co-Operative Educational Society Ltd.
Institute of Management Research and Development
Shahada Dist- Nandurbar

**5.2.1.2: List of Students Placed
Along With Placement Details
during Year
2018-19**

FIARE

Software Pvt. Ltd

Vinayak Commercial Complex,
Sadhuvasani Road, Rajkot-360005 (IN)
Ph: 0281-2585938

Appointment Confirmation

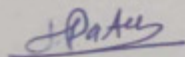
To,
Mr. Ashwini Arun Khanore
Rajkot.

Date: 20th May, 2022

With reference to your application and subsequent interview, we are pleased to offer you an appointment as a quality assurance (QA)tester. Please submit your educational certificates at the time of joining. We are expecting you to join on or before 22nd May 2022.

Your CTC and other rules - regulations as informed during interview.

Yours truly,
For Fiare Software Pvt. Ltd.



Authorized Signatory
J. M. Patel





Name :	VISHAKHA VIJAY PATIL
Designation :	Representative, Operations
Comp Grade :	12

Annexure - A

01	Assured Gross Salary	Monthly	Annual
	Basic Salary	Rs. 8,426	Rs. 101,117
	House Rent Allowance	Rs. 1,027	Rs. 12,318
	Special Allowance	Rs. 1,685	Rs. 20,223
	Employer's contribution to ESI ***	Rs. 362	Rs. 4,344
	Employer's contribution to PF ***	Rs. 1,011	Rs. 12,134
	Total Assured Gross	Rs. 12,511	Rs. 150,136
02	Variable Earnings*****	Monthly	Annual
	Monthly Incentive Maximum	Rs. 1,250	Rs. 15,000
	Variable Earnings [Minimum]	Rs. 0	Rs. 0
	Variable Earnings [Maximum]	Rs. 1,250	Rs. 15,000
03	Gratuity***	Rs. 405	Rs. 4,864
04	Earning Potential [1 + 2 + 3]	Monthly	Annual
	CTC with variable earnings at minimum	Rs. 12,917	Rs. 155,000
	CTC with variable earnings at maximum	Rs. 14,167	Rs. 170,000

*****Statutory Contributions :**

All Statutory Contributions / Deductions [Only to the extent applicable] will be made and deposited with relevant authorities as per the statutory requirements. All applicable tax liability will be borne by the employee as per relevant statutory tax rules. Gratuity will be governed by the Payment of Gratuity Act, 1972 (as and when ammended)

*******Variable Earnings :**

This forms a part of the variable pay programs and is as per the defined Company Policies. The management reserves the right to modify/ amend/ withdraw/ continue with the plans at its discretion. Performance Bonus is subject to individual performance and shall be paid - monthly/quarterly/annually as defined in the program subject to your meeting the criteria set for specific process where you have been deployed for that period. Performance Bonus and/or any other performance related incentive(s) paid will be adjusted against Statutory Bonus payable as per the Payment of Bonus Act as applicable at the time of payment.

Additional Benefits :

Hospitalization, Life Insurance and Accident Coverage as per applicable Company Policies.

This is an information statement only that does not create a contract or any legal rights. Your compensation and the various constituents are governed by the terms of Concentrix Services India Private Limited compensation plans and programs, which may be changed or withdrawn at the sole discretion of Concentrix Services India Private Limited, based on company policy and applicable law. If you believe the data shown is inaccurate, please notify your manager. This statement contains personal information, please handle appropriately.

Yours Sincerely,

Authorized Signatory

Name: Jamil Saiyed

Concentrix Services India Private Limited

Date [DD/MM/YY] : 03/09/2019

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

Name: VISHAKHA VIJAY PATIL

Date [DD/MM/YY] : 03/09/2019

Signature of Candidate :

Shahada Taluka Educational Society & Co-Operative Educational Society Ltd.

Institute of Management Research and Development

Shahada Dist- Nandurbar

Supporting Document of Year Wise List of Number of Outgoing Student Progression to Higher Education

Year	Sr. No.	Name of student enrolling into higher education	Program graduated from	Name of Institute Joined	Name of Programme Admitted to
2022-23	1	Patil Jaydip Anand	BCA	KBCNMU, Jalgaon	MCA
2021-22	1	Bhujbal Durgesh Nanabhau	BCA	Sandip University, Nasik	MCA
	2	Yogesh Jaysing Pawar	BCA	MES IMCC, Pune	MCA
2020-21	1	Gadilohar Hitesh Digambar	BCA	KCE, IMR, Jalgaon	MCA
	2	Chaudhari Sagar Sanjay	BCA	RCP, IMRD, Shirpur	MCA
	3	Bhavare Nilesh Devajya	BCA	KBCNMU, Jalgaon	MCA
	4	Girase Yogesh Sanjaysing	BCA	SSBT, COET, Bambhori, Jalgaon	MCA
2019-20	1	Paresh Kantilal Patil	BCA	ATSS, IICMR, Pune	MCA
2018-19	1	Khanore Ashwini Arun	BCA	PSGVP, Shahada (YCMOU)	MBA




DIRECTOR
S.T.E.S. & Co-Op. Edu. Society Ltd.
Institute of Management
Research & Development
Shahada, Dist. Nandurbar

Shahada Taluka Educational Society & Co-Operative Educational Society Ltd.
Institute of Management Research and Development
Shahada Dist- Nandurbar

**5.2.1.2: List of Students
Progressing for Higher Education
with Details of Program and
Institute during Year
2022-23**



Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon

Grade 'A' NAAC Re-accredited (4th Cycle) Jalgaon-425001, Maharashtra,
(India)

Admission Fee Receipt (Academic Year: 2023-2024)

Receipt No: 17905

Application No: 30240

Programme Name: M.C.A.(with Credits) - Regular - under CBCS [June-2020] Pattern - M.C.A. Part-I Sem-I

Faculty Name [Code]: School of Computer Sciences[10000G]

Student Name: PATIL JAYDIP ANAND

Fee Category: University School Admission Fee (Home University Student)

Total Course Fee: 24295

Installment No: 1

Over all payment status: Partially Paid

Transaction Type: Online Payment

Transaction
Number: 286881690562720550

Transaction Date: 28/07/2023
16:45:20

Sr.No.	Description	Amount
1	Admission Fee	10807
2	Exam Fee	2680
Total Fees Paid		13487
Balance Fee Amount		10808

Previous Transaction Details:

Installment	Amount	Payment Status	Transaction Date	Transaction Number	Transaction Type
-------------	--------	----------------	------------------	--------------------	------------------

No previous installment details

This receipt is electronically generated, therefore, does not require a signature.

Printed On : 28/07/2023 16:50:32

Shahada Taluka Educational Society & Co-Operative Educational Society Ltd.
Institute of Management Research and Development
Shahada Dist- Nandurbar

**5.2.1.2: List of Students
Progressing for Higher Education
with Details of Program and
Institute during Year
2021-22**



SANDIP
UNIVERSITY

Simply World Class..



BHUJBAL DURGESH NANABHAU

MCA

School: SOCSE

D.O.B : 11/25/2001

Blood Group :

Address : AT POST KAHATUL , SHAHADA Nashik
Nashik MAHARASHTRA India 425409

Autho. Sign.



Maharashtra Education Society's

MES INSTITUTE OF MANAGEMENT AND CAREER COURSES (IMCC)

Imcc Campus, 131, Mayur Colony, Kothrud, Pune 411 038

SELF FINANCE

Rec. No. : IMCC B25/SELF FINANCE/BN/2022-2023/99	Adm. No.:58	Date : 28/09/2022
Class : MCA SEM III	Section :	Student Id. : 3674985
Category : ST	Roll No: 2101098	Fee Type : MH RESER
Name : MR. YOGESH JAYSING PAWAR		

Received the following	(₹)Amount
TUTION FEE	8,035.00
DEVELOPMENT FEES	13,501.00
UNIVERSITY CHARGES	289.00



Total : ₹ 21,825.00

In words : Twenty-One Thousand Eight Hundred Twenty-Five Only
Med : ENGLISH, Subject : IT31, IT32, IT33, IT34, IT35, IT36, PTIT34, PTIT31

Bank :21825.00

Transaction Id : PUUPIU04360546495

Remarks :

RECEIVER'S SIGNATURE



MAHARASHTRA EDUCATION SOCIETY'S
SINCE 1860

INSTITUTE OF MANAGEMENT & CAREER COURSES (IMCC)

Valid up to 2021-2023



Student Name : PAWAR YOGESH JAYSING

Cell No. : 8379840382

Class : MCA

Date of Birth : 07/05/1997

Blood Group : B+ve

Roll No. : 2101098



ST21MCA098

MCA
Librarian

[Signature]
Director

IMCC Campus, 131, Mayur Colony, Kothrud, Pune-411038. Ph.: +91-20-25466271

Shahada Taluka Educational Society & Co-Operative Educational Society Ltd.
Institute of Management Research and Development
Shahada Dist- Nandurbar

**5.2.1.2: List of Students
Progressing for Higher Education
with Details of Program and
Institute during Year
2020-21**

CLASSIFICATION
(FOR THE STUDENT)

Jalgaon People's Co-op Bank Ltd.
Jalgaon Ring Road Branch
Paid into the credit of M.R., Jalgaon

D

Scrutinised

075

Account No. 00201104000026

BILL OF SUPPLY

gst No.27AAATK8787C1ZB

SAC-999259

The Sum of Rupees: 8275 /-

(Rupees in words: Eight Thousand Two Hundred
Seventy Five Only)

Sr. No.	Particulars	Amount
1	Tution Fee	0
2	Admission Fee	150
3	Registration Fee	100
4	Library Fee	150
5	Medical Fee	50
6	Tutorial & Internal Exam. Fee	100
7	Magazine Fee	60
8	College Development Fund	6935
9	Computerization Fee	20
10	Student Group Insurance	260
11	Identity Card	50
12	Alumni Association Fee	50
13	Eligibility Fee	350
14	Examination Fee	0
		0
	Total Rs.	8275

Full Name of the Student :

Gadilohar Hitesh Digambar

Class. **MCA Ist Year** Roll No. _____
for the year 2021 - 2022

Date : 18 / 12 / 2021

Receiving Cashier

Place: Jalgaon

Seal of the Bank



KCE SOCIETY'S
**INSTITUTE OF MANAGEMENT &
RESEARCH, Jalgaon**

NAAC Accredited



Mr. GADILOHAR HITESH DIGAMBAR

Course : MCA

Birth Date: 31/10/1999

Blood Gr. : B Pv

Mobile : 7888153058

ID No. : CAMCA2021036

Director

RCP IMRD MCA-I 2020-21



2875317

R.C. Patel Educational Trust

**Institute of Management
Research & Development**
Tal - Shirpur (Dhule)

Library Card



Academic Year : 20²⁰₋₂₁

Name : Choudhori Jagar Sanjay

Class : MCA-1st Dept: Compt. Sci.

Roll No.: 81

Address : Shiram Nager, Shahade

Mob. No. 7415709256

Librarian

(Signature)



॥ अंतरा पेटवु ज्ञानज्यात ॥

कवयित्री बहिणाबाई चौधरी उत्तर महाराष्ट्र विद्यापीठ, जळगाव

Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon (M.S)

School of Computer Sciences

संगणकशास्त्र प्रशाळा

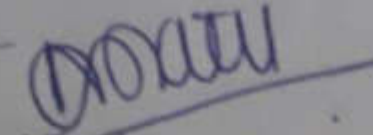
Bonafide Certificate

This is certify that Mr/Ms Bhavre Nitesh Dev'ya is/was
studying in MCA/M.Sc. (Computer Science) /M.Sc. (Information Technology) Year I /II
at School of Computer Sciences, Kavayitri Bahinabai Chaudhari North Maharashtra
University Jalgaon. A.Y. 2022-2023 He /~~She~~ is / was a bonafied student of the Kavayitri
Bahinabai Chaudhari North Maharashtra University, Jalgaon. To the best of my knowledge,
He/ She bears a good moral character.

Place : Jalgaon

Date : 21 / 10 / 2022




Head

School of Computer Sciences



**Kavayitri Bahinabai Chaudhari North Maharashtra University,
Jalgaon**

Grade 'A' NAAC Re-accredited (4th Cycle) Jalgaon-425001, Maharashtra,(India)

Admission Fee Receipt (Academic Year: 2022-2023)

Receipt No: 9667		Application No: 17162			
Programme Name: M.C.A.(with Credits) - Regular - under CBCS [June-2020] Pattern - M.C.A. Part-II Sem-III					
Faculty Name [Code]: School of Computer Sciences[10000G]					
Student Name: BHAVRE NILESH DEVJYA					
Fee Category: University School Admission Fee (Home University Student)		Total Course Fee: 15085			
Installment No: 1		Over all payment status: Partially Paid			
Transaction Type: Online Payment		Transaction Number: 154551659627501416	Transaction Date: 04/08/2022 15:38:21		
Sr.No.	Description		Amount		
1	Admission Fee		3771		
Total Fees Paid			3771		
Balance Fee Amount			11314		
Previous Transaction Details:					
Installment	Amount	Payment Status	Transaction Date	Transaction Number	Transaction Type
No previous installment details					

This receipt is electronically generated, therefore, does not require a signature.

Printed On : 18/01/2023 17:51:35



**Kavayitri Bahinabai Chaudhari
North Maharashtra University**

Bhavre Nilesh Devjya

M.C.A.-II

Stud.No/PRN:



S-J797



ID Card 2022-23

Valid Upto : 30/06/2023

SSBT'S COLLEGE OF ENGINEERING & TECHNOLOGY

P.B. No. 94, BAMBHORI, JALGAON- 425 001, (M.S.)

Included U/s 2 (f) & 12 (B) of the UGC Act, 1956

ISO 9001 : 2015 certified

Website : www.sscoetjalgaon.ac.in. Phone No.: [0257] 2258393

Email : sscoetjal@gmail.com, Fax No.: [0257] 2258392



IDENTITY CARD

I.D. No. : 10516

Name : GIRASE YOGESH SANJAYSING

Department : MCA

Date of Birth : 25.06.2002 Blood Group: O+

Permanent Add.: AT - KARANKHEDA, TAL - SHAHADA,
DIST - JALGAON

Ph.No.(Parent) : 9624430624

Mobile No. : 8320556818



Principal

Shahada Taluka Educational Society & Co-Operative Educational Society Ltd.
Institute of Management Research and Development
Shahada Dist- Nandurbar

**5.2.1.2: List of Students
Progressing for Higher Education
with Details of Program and
Institute during Year
2019-20**



Audyogik Tantra Shikshan Sanstha's
**Institute of Industrial And Computer
Management & Research (I.I.C.M.R.- M.C.A.)**

FEES RECEIPT

Receipt No. **15320**

DATE : **11/02/2021**

NAME : **Paresh Kantilal Patil**

GR. No.

FEES PAID FOR : FIRST YEAR ☒ SECOND YEAR ☐ THIRD YEAR ☐

CATEGORY : **open.**

Paid for Academic Year : 20 **20** -20 **21**

FEES DETAILS :

SR. No.	Particulars	Amount Rs.	Ps.
1	TUTION FEES	75555=00	
2	DEVELOPMENT FEES	9445=00	
	Pre placement activity	2000=00	
TOTAL AMOUNT (Rs.)		87000=00	

Amount in words : **Eighty seven thousand only**

D.D. /P.O. / CHEQUE DETAILS : (Receipt is subject to Realization of Cheque)

Bank / Branch

D.D. / P.O. / Cheque

No.

Date :

Rs.

Paresh
Accounts Officer
IICMR Nigdi, Pune 44

Depositor's Signature

Date



"Reaching New Heights"
Institute of Industrial & Computer Management & Research
IICMR

Hs2, Sector 27 A, Pradhikaran, Nigdi, Pune - 44.
Ph.: +91-20-27657648 Web Site : www.iicmr.org

Name: Paresh Kantilal Patil

Class: MCA (2020-2022)

Blood group: -



Student Signature:

Director Signature

Shahada Taluka Educational Society & Co-Operative Educational Society Ltd.
Institute of Management Research and Development
Shahada Dist- Nandurbar

**5.2.1.2: List of Students
Progressing for Higher Education
with Details of Program and
Institute during Year
2018-19**



ऑनलाईन परीक्षा प्रवेशपत्र

Form No. : 207264

यशवंतराव चव्हाण महाराष्ट्र मुक्त विद्यापीठ
MBA Admission Process 2019-2020

नाव

ASHWINI ARUN KHANORE

उमेदवाराचा फोटो



उमेदवाराची सही

Ashwini

परीक्षा दिनांक व वेळ

30-06-2019
11.30am to 1.00 pm

परीक्षा केंद्राचे नांव व पत्ता

Mega Infotech, 19AB, Nitin Nagar, Near Patel Residency, Oppo.
Chaitanya Hospital, Shahada, Nandurbar

Login Id : MBAJ19207264

Password : Pass123

Sr. No.	Application Form No.	Paper Name	Category	Gender
1	207264	MBA	Open	Female

महत्वाच्या सूचना :

- उमेदवाराना प्रवेशपत्राशिवाय परीक्षा हॉल मध्ये प्रवेश दिला जाणार नाही .
- उमेदवारानी परीक्षा केंद्रावर वेळेपूर्वी अर्धा तास अगोदर हजर रहावे.
- उमेदवारानी मोबाईल फोन, कॅलक्युलेटर, पेजर अथवा अन्य साहित्य किंवा इतर कोणत्याही प्रकारचे कामदपचे स्वतः जवळ ठेवू नयेत.
- परीक्षा सुरु झाल्यानंतर आलेल्या उमेदवारांना कोणत्याही परिस्थितीत परीक्षा कक्षात प्रवेश दिला जाणार नाही तसेच परीक्षा सुरु झाल्यापासून परीक्षा संपेपर्यंत कोणालाही परीक्षा हॉल मधून बाहेर जाता येणार नाही.
- आपण अर्जात भरलेल्या माहितीच्या अधीन राहून ऑनलाईन परीक्षेसाठी आपणास प्रवेश देण्यात येत आहे.
- आपणास प्रवेशपत्र दिले याचा अर्थ आपली उमेदवारी स्वीकारली असे होत नाही. कोणत्याही टप्प्यावर आपण अपात्र असल्याचे आढळून आल्यास आपली उमेदवारी रद्द करण्यात येईल.
- परीक्षा चालू असताना उमेदवाराला इतर कोणत्याही वेबसाईट उघडता येणार नाही.
- उमेदवाराची परीक्षा चालू असताना इलेक्ट्रिक पावर किंवा नेटवर्कची समस्या उदभवली तर समस्येचे निवारण झाल्यानंतर उमेदवाराला पुन्हा लॉगीन करून राहिलेले प्रश्न राहिलेल्या वेळेत (समस्येचा कालावधी सोडून) सोडवता येतील या कालावधीत उमेदवाराला परीक्षा कक्षामधून बाहेर जाता येणार नाही.
- संबंधित संस्था / विभाग/ खाते/ महामंडळ कोणत्याही वेळी परीक्षा रद्द करण्याचा किंवा पुढे ढकलण्याचा हक्क राखून ठेवत आहे .
- परीक्षेला येताना उमेदवाराने प्रवेशपत्राव्यतिरिक्त स्वताचा फोटो असणारे ओळखपत्र सोबत घेऊन यावे.

Please read ALL instructions carefully, given ON NEXT PAGE.



यशवंतराव चव्हाण

ऑनलाईन परीक्षा प्रवेशपत्र

Form No. : 207264

यशवंतराव चव्हाण महाराष्ट्र मुक्त विद्यापीठ
MBA Admission Process 2019-2020

नांव
ASHWINI ARUN KHANORE

परीक्षा दिनांक व वेळ	परीक्षा केंद्राचे नांव व पत्ता
30-06-2019 11.30am to 1.00 pm	Mega Infotech, 19AB, Nitin Nagar, Near Patel Residency, Oppo. Chaitanya Hospital, Shahada, Nandurbar

उमेदवाराचा फोटो



उमेदवाराची सही

Login Id : MBAJ19207264

Password : Pass123

Ashwini

Sr. No.	Application Form No.	Paper Name	Category	Gender
1	207264	MBA	Open	Female

महत्वाच्या सूचना :

- उमेदवाराना प्रवेशपत्राशिवाय परीक्षा हॉल मध्ये प्रवेश दिला जाणार नाही.
- उमेदवारानी परीक्षा केंद्रावर वेळेपूर्वी अर्धा तास अगोदर हजर रहावे.
- उमेदवारानी मोबाईल फोन, कॅलक्युलेटर, पेजर अथवा अन्य साहित्य किंवा इतर कोणत्याही प्रकारचे कागदपत्रे स्वतः जवळ ठेवू नयेत.
- परीक्षा सुरु झाल्यानंतर आलेल्या उमेदवारांना कोणत्याही परिस्थितीत परीक्षा कक्षात प्रवेश दिला जाणार नाही तसेच परीक्षा सुरु झाल्यापासून परीक्षा संपेपर्यंत कोणालाही परीक्षा हॉल मधून बाहेर जाता येणार नाही.
- आपण अर्जात भरलेल्या माहितीच्या अधीन राहून ऑनलाईन परीक्षेसाठी आपणास प्रवेश देण्यात येत आहे.
- आपणास प्रवेशपत्र दिले याचा अर्थ आपली उमेदवारी स्वीकारली असे होत नाही. कोणत्याही टप्प्यावर आपण अपात्र असल्याचे आढळून आल्यास आपली उमेदवारी रद्द करण्यात येईल.
- परीक्षा चालू असताना उमेदवाराला इतर कोणत्याही वेबसाईट उघडता येणार नाही.
- उमेदवाराची परीक्षा चालू असताना इलेक्ट्रिक पावर किंवा नेटवर्कची समस्या उदभवली तर समस्येचं निवारण झाल्यानंतर उमेदवाराला पुन्हा लॉगिन करून राहिलेले प्रश्न राहिलेल्या वेळेत (समस्येचा कालावधी सोडून) सोडवता येतील या कालावधीत उमेदवाराला परीक्षा कक्षामधून बाहेर जाता येणार नाही.
- संबंधीत संस्था / विभाग/ खाते/ महामंडळ कोणत्याही वेळी परीक्षा रद्द करण्याचा किंवा पुढे ढकलण्याचा हक्क राखून ठेवत आहे.
- परीक्षेला येताना उमेदवाराने प्रवेशपत्राव्यतिरिक्त स्वताचा फोटो असणारे ओळखपत्र सोबत घेऊन यावे.

Please read ALL instructions carefully, given ON NEXT PAGE.



ज्ञानमंसा धरणी

ऑनलाईन परीक्षा प्रवेशपत्र

Form No. : 207264

यशवंतराव चव्हाण महाराष्ट्र मुक्त विद्यापीठ
MBA Admission Process 2019-2020

उमेदवाराचा फोटो



उमेदवाराची सही

Ashwini

नांव
ASHWINI ARUN KHANORE

परीक्षा दिनांक व वेळ	परीक्षा केंद्राचे नांव व पत्ता
30-06-2019 11.30am to 1.00 pm	Mega Infotech, 19AB, Nitin Nagar, Near Patel Residency, Oppo. Chaitanya Hospital, Shahada, Nandurbar

Login Id : MBAJ19207264

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महत्वाच्या सूचना :

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- आपणाम प्रवेशपत्र दिले याचा अर्थ आपली उमेदवारी स्वीकारली असे होत नाही. कोणत्याही टप्प्यावर आपण अपात्र असल्याचे आढळून आल्यास आपली उमेदवारी रद्द करण्यात येईल.
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- संबंधीत संस्था / विभाग/ खाते/ महामंडळ कोणत्याही वेळी परीक्षा रद्द करण्याचा किंवा पुढे ढकलण्याचा हक्क राखून ठेवत आहे.
- परीक्षेला येताना उमेदवाराने प्रवेशपत्राव्यतिरिक्त स्वताचा फोटो असणारे ओळखपत्र सोबत घेऊन यावे.

Please read ALL instructions carefully, given ON NEXT PAGE.



Recipient of International Award for Institutional Excellence from Commonwealth of learning Canada
Yashwantrao Chavan Maharashtra Open University, Nashik
 (Estd by Government of Maharashtra)

**Statement of Grade for First Year Master of Business Administration
 (P79) : Semester II
 Examination: May/June-2020**

Name: KHANORE ASHWINI ARUN

Mother's Name: SHAKUNTALA

PRN: 2019017000276135

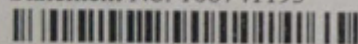
Seat Number: EP79002403

Study Center: P.S.G.V.P. MANDAL ARTS, SCI. and COM. COLLEGE, Shahada
 (5525A)

Course Code	Course Name	AM	UA		CA		Total		Cr	Gr	GP	EGP	Rmk
			Min/Max	Obt	Min/Max	Obt	Min/Max	Obt					
MBA201	Business Ethics and Corporate Governance	TH	--/80	58	--/20	18	40/100	76	4	A+	9.00	36.00	E,C
MBA202	Quantitative Techniques in Management	TH	--/80	58	--/20	18	40/100	76	4	A+	9.00	36.00	E,C
MBA203	Production and Operations Management	TH	--/80	55	--/20	16	40/100	71	4	A+	9.00	36.00	E,C
MBA204	Marketing Management	TH	--/80	57	--/20	17	40/100	74	4	A+	9.00	36.00	E,C
MBA205	Human Resource Management	TH	--/80	57	--/20	17	40/100	74	4	A+	9.00	36.00	E,C
GEN101	English	TH	--/80	57	--/20	17	40/100	74	4	A+	9.00	36.00	E,C
Semester II	SGPA: 9.00												
Cumulative	Total Credits : 20	Total EGP : 180.00				Status : Pass							
	Ordinance : Not Applied												
Abbreviations: Gr: Grade, SGPA: Semester Grade Point Average, CGPA: Cumulative Grade Point Average, EGP: Earned Grade Points, E: Exempted, C: Current Appearance, X: Past Performance, N: Not Exempted, UM: Unfair Means,S: Condonation Applied,M: Performance cancelled,~: Person With Disability(PWD)													

Abbreviations: Gr: Grade, SGPA: Semester Grade Point Average, CGPA: Cumulative Grade Point Average, EGP: Earned Grade Points, E: Exempted, C: Current Appearance, X: Past Performance, N: Not Exempted, UM: Unfair Means, S: Condonation Applied, M: Performance cancelled, -: Person With Disability(PWD)

Statement No: 106741193



Date: 15 Sep 2020

(Signature)

Controller of Examinations