



Shri Vithal Education & Research Institute's

# COLLEGE OF ENGINEERING, PANDHARPUR

P.B.No. 54, Gopalpur - Ranjani Road, Gopalpur Pandharpur - 413 304, Dist. Solapur (Maharashtra) Tel: 7755990201

Toll Free No. - 1800-3000-4131, E-mail: [coe@sveri.ac.in](mailto:coe@sveri.ac.in), Website: [www.sveri.ac.in](http://www.sveri.ac.in) (Approved by A.I.C.T.E., New Delhi and Affiliated to Solapur University, Solapur)


Accredited by The Indian Institution of Engineers (India), Kolkata and TCS, Pune. ISO 9001:2008 Certified Institute



Ref:-

Date:- 06/07/2021

<b>Criteria 5.2.1:</b>	Average percentage of placement of outgoing students during the last five years
<b>Findings of DVV</b>	Provide appointment letter for the following students (Session 2019-20) : 1) Mrunali Parekar 2) Mahesh Kamble 3) Samiksha Dubal 4) Gunjan Potdar 5) Varsha Shingade 6) Pranita Jadhav 7) Ravikant Hindule 8) Yogita Maske 9) Vishal Gaikwad 10) Avinash Devmare 11) Rushikesh Bhagvat 12) Balaji Landge 13) Shubham Kale 14) Shruti Patil 15) Sachin Gosavi 16) Onkar Bhosale 17) Sultan Tamboli 18) Vijay Jadhav 19) Aishwarya Deshmukh 20) Anand Mali 21) Aditi Ghavate 22) Aishwarya Nikam 23) Ajit Kalshetti 24) Akshay Topage 25) Arati Godase 26) Bharat Sutar 27) Gauri Ligade 28) Girija Dixit 29) Kajal Kumbhar 30) Manasi Jagalpure 31) Pankaj Shinde 32) Prajakta Sathe 33) Priti Bhosale 34) Rohit Kamble 35) Suraj Chavan 36) Sahil Shaikh 37) Dhanashri Kakde
<b>Response of HEI</b>	Scanned copies of appointment/offer letters of the following 37 students of session 2019-20 are attached as <b>Appendix-I</b>  1) Mrunali Parekar 2) Mahesh Kamble 3) Samiksha Dubal 4) Gunjan Potdar 5) Varsha Shingade 6) Pranita Jadhav 7) Ravikant Hindule 8) Yogita Maske 9) Vishal Gaikwad 10) Avinash Devmare 11) Rushikesh Bhagvat 12) Balaji Landge 13) Shubham Kale 14) Shruti Patil 15) Sachin Gosavi 16) Onkar Bhosale 17) Sultan Tamboli 18) Vijay Jadhav 19) Aishwarya Deshmukh 20) Anand Mali 21) Aditi Ghavate 22) Aishwarya Nikam 23) Ajit Kalshetti 24) Akshay Topage 25) Arati Godase 26) Bharat Sutar 27) Gauri Ligade 28) Girija Dixit 29) Kajal Kumbhar 30) Manasi Jagalpure 31) Pankaj Shinde 32) Prajakta Sathe 33) Priti Bhosale 34) Rohit Kamble 35) Suraj Chavan 36) Sahil Shaikh 37) Dhanashri Kakde

  
Coordinator  
Internal Quality Assurance Cell (IQAC)  
SVERI'S College of Engineering,  
Pandharpur



  
PRINCIPAL,  
College of Engineering,  
PANDHARPUR.

# **APPENDIX-I**

Ref.:-

Date:-

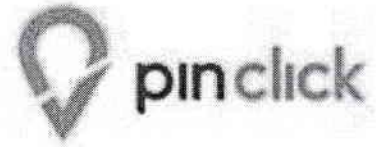
## 5.2.1 Placement Details

Sr. No.	Name of Students	Company	Package (LPA)
1	Mrunali Parekar	Pinclick, Bangalore.	2.16
2	Mahesh Kamble	Grey Atom, Mumbai.	4
3	Samiksha Dubal	JNS Instruments, Wasuli, Maharashtra.	1.8
4	Gunjan Potdar	Q Spider, Pune.	2.5
5	Varsha Shingade	Grey Atom, Mumbai. Teksun, Ahmedabad, Gujarat.	4,2.2
6	Pranita Jadhav	CapitalVia Global Research Ltd. Indore, Madhya Pradesh.	3.06
7	Ravikant Hindule	V2Electricals Pvt. Ltd. Moshi Pradhikaran, Pune.	1.2
8	Yogita Maske	Trifid Reserch, Indore, Madhya Pradesh.	2.4
9	Vishal Gaikwad	Micromax Instruments Pvt. Ltd. Pune.	1.2
10	Avinash Devmare	Bharat Forge, Pune.	2.8
11	Rushikesh Bhagvat	TCS, Pune.	3.2
12	Balaji Landge	Bharat Forge, Pune.	2.8
13	Shubham Kale	V2Electricals Pvt. Ltd. Moshi Pradhikaran, Pune.	1.2
14	Shruti Patil	TCS, Pune.	3.2
15	Sachin Gosavi	Bharat Forge, Pune.	2.8
16	Onkar Bhosale	TCS, Pune.	3.2
17	Sultan Tamboli	Dhoot Industries, Pune.	1.2
18	Vijay Jadhav	O2 Breathing Brains, Vijaynagar, Sangli, Maharashtra	1.8
19	Aishwarya Deshmukh	CapitalVia Global Research Ltd. Indore, Madhya Pradesh.	3.06
20	Anand Mali	Capgemini, Pune.	3.8
21	Aditi Ghavate	Capgemini, Pune.	3.8
22	Aishwarya Nikam	Wipro Limited, Pune.	3.5
23	Ajit Kalshetti	Q Spider, Pune.	2.5
24	Akshay Topage	Paramatrix Tech Pvt. Ltd. Sanpada, Navi Mumbai, Trifid, Indore, Madhya Pradesh.	3,2.4
25	Arati Godase	NTT Data, Pune	3.5
26	Bharat Sutar	Acty System India Pvt. Ltd, Mumbai. TCS, Pune.	2.4,3.2
27	Gauri Ligade	Grey Atom, Mumbai.	4
28	Girija Dixit	Infosys, Pune.	3.2
29	Kajal Kumbhar	TCS, Pune.	3.2
30	Manasi Jagalpure	Jade Global, Pune.	3.6
31	Pankaj Shinde	Capgemini, Pune.	3.8
32	Prajakta Sathe	Grey Atom, Mumbai.	4
33	Priti Bhosale	TCS, Pune.	3.2
34	Rohit Kamble	Jade Global, Pune.	3.6
35	Suraj Chavan	HCL Services, Pune.	2.2
36	Sahil Shaikh	CapitalVia Global Research Ltd. Indore, Madhya Pradesh.	3.06
37	Dhanashri Kakde	HCL Services, Pune.	2.2

  
Training & Placement Officer  
College of Engineering,  
Pandharpur.



*B. Range*  
PRINCIPAL,  
College of Engineering,  
PANDHARPUR.



14<sup>th</sup> February, 2020

Sub: Offer of employment by Pin Click

**Dear Mrunali Birudeo Parekar,**

Congratulations and we are very pleased to extend an offer to you to join Pin Click as **"Inside Sales Executive"**, with effect from **16<sup>th</sup> March, 2020**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A.
2. Your initial posting as Pin Click employee will be at our **Pune** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

The details of your annual earnings are as **Annexure A.**

**ANNEXURE – A**

<b>COMPENSATION &amp; BENEFITS STATEMENT – PIN CLICK</b>			
Employee Details	<b>Name</b>	Mrunali Birudeo Parekar	
	<b>Designation</b>	Inside sales executive	
	<b>Department</b>	Sales	
	<b>Date of Joining</b>	16 <sup>th</sup> March,2020	
	<b>C &amp; B CATEGORY</b>	<b>INR - Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	5,400	64,800
	House Rent Allowance	4,500	54,000
	Conveyance Allowance	800	9600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	743	8,916
	<b>Sub-Total I / Gross Pay</b>	<b>17,093</b>	<b>2,05,116</b>
<b>Benefits</b>			
<b>B</b>	PF Employer	648	7,776
	ESIC	-	-
	Gratuity	259	3,108
<b>C</b>	<b>Sub Total II</b>	<b>907</b>	<b>10,884</b>
<b>Total A + C</b>	<b>Cost to the Company</b>	<b>18,000</b>	<b>2,16,000</b>
<ul style="list-style-type: none"> <li>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.</li> </ul>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin

Click. For Pin Click

Manik  
Kinra Co  
Founder



To,  
Mahesh Kamble  
GreyAtom ID: GREYATOM219

4th February, 2020

**Subject: Offer Letter - Letter of Intent**

Dear Student,

We are pleased to inform you that you are admitted to GreyAtom's Mentorship program after the Selection Process. Commencement Date would be confirmed to you shortly.

Upon acceptance of this letter you will sign an agreement with GreyAtom that states that GreyAtom will train you for 6 months & help you get placed as a "**Web Developer - Front-end Engineering**". You will not be entitled to pay GreyAtom until you get placed with a salary of INR 4,00,000.

**Note:**

- The Student is liable to start making payments once the Student starts earning an Annual Income of **INR 4,00,000** /- or more.
- This Letter of Intent is valid for 6 weeks from the Date of Issuance
- Your Mentoring sessions will start after you have submitted a signed copy of the Income Sharing Agreement (ISA).

Please note that this letter is just to record the intent of admitting you to GreyAtom's program and not an actual employment offer and nor is it a legally binding offer/contract of employment.

The content of this letter are strictly confidential. Please treat this letter and the contents hereof as personal and confidential.

This letter is valid subject to:

1. Your age being 18 years or older.
2. You holding a Bachelor's Degree from an accredited institution.
3. You must be eligible to legally work in India for at least 1 year following graduation.
4. You must be able to pass any background checks associated with jobs.
5. You comply with the "Program Guidelines" as outlined in the agreement.


This letter is also contingent upon us working to get you a job as a Web Developer - Front-end Engineering with a salary compensation of **INR 4,00,000**. GreyAtom will train you for a period of six (6) months, including two (2) months of career service training. This duration does not include any cooling period, sabbatical or any breaks taken whatsoever.

You will be required to sign a separate agreement, by way of which you agree to obediently go through the period of training (6 months). Such agreement will also form part of your engagement terms with GreyAtom.

You will continuously be assessed during your training. If you do not complete the classroom training and the projects to our satisfaction GreyAtom owns the right to terminate your admission. Any agreement between you and GreyAtom will automatically expire if you fail to respond to this letter in writing/email on or before the end of 3 days from its date of issuance.

Your Mentoring sessions will start after you have submitted a signed copy of the Income Sharing Agreement (ISA).

We welcome you to GreyAtom family and are really excited to work with you.

<b>For GreyAtom Edutech Private Limited</b>	<b>I hereby declare my intent to join</b>
	[X]
Mayuresh Shilotri - Co-founder - GreyAtom	Mahesh Kamble



**Training & Placement Office**  
**College of Engineering,**  
**Pandharpur.**

**Offer Letter**

3 messages

JNSHRA PUNE &lt;hra-p@jnsil.com&gt;

Sat, Jul 4, 2020 at 4:42 PM

To: dakumbhar@coe.sveri.ac.in, hrpune@jpmindustries.in, production-p@jnsil.com

Date: 04<sup>th</sup> July 2020

The Principal,

Shri Vitthal Education &amp; Research Institute (SVERI)

**Sub: Offer Letter**

Dear Sir,

In respect to the Telephonic Interview held on dated 29.06.2020, We would offer you this opportunity to team your candidates with our Company M/s JNS Instruments Ltd as per list below.

We are pleased to confirm the offer of employment for the position of **Apprentice Trainee** on the terms and conditions as mentioned below:

**Terms and Conditions:**

1. Duty Time: **8.30 hrs (Lunch Break 30 Min. )**
2. Salary : **9750/-PM (Diploma) & 11750/- PM (BE)**
3. Documents required at the time of Joining: **SSC/HSC Mark sheet, 1<sup>st</sup> to 6<sup>th</sup> /8<sup>th</sup> semi. mark sheet copy, TC/Learning Certificate, Aadhar card colour copy, Pan Card colour copy, Corse completion/ Provisional Certificate copy, passport size photo-5 no's,**
4. Training Period : **One year**

The list of Selected Students is mentioned below:

Sr. no.	name of student	mobile no.	date of join
1	Vaishanvi Amar Kokate	7875990453	3rd July 2020
2	samiksha nanasaheb dubal	9130928540	10 th July 2020
3	Kanchan Sudhakar Wagh	9307450761	10th July 2020
4	Pratima Navnath Asabe	9673756547	10th July 2020
5	Pragati Purushottam Navgire	7741831892	10th July 2020
6	Anandi Ramhari Kamble	9175198053	9th July 2020
7	Chhaya Appa Yadav	9881461891	10th July 2020



4) Gunjan Potdar

CALL LETTER

Dated: 05-03-2020

Dear Gunjan Sarang potdar

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java, Manual Testing, SQL & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10<sup>th</sup> 12<sup>th</sup>, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards  
QSPIDERS CAMPUS CONNECT  
Mb: 9513684738

USN NO .....



*Sarang*

## 5) Varsha Shingade

To,  
Varsha Shingade  
GreyAtom ID: GREYATOM242

4th February, 2020

### Subject: Offer Letter - Letter of Intent

Dear Student,

We are pleased to inform you that you are admitted to GreyAtom's Mentorship program after the Selection Process. Commencement Date would be confirmed to you shortly.

Upon acceptance of this letter you will sign an agreement with GreyAtom that states that GreyAtom will train you for 6 months & help you get placed as a "**Web Developer - Front-end Engineering**". You will not be entitled to pay GreyAtom until you get placed with a salary of INR 4,00,000.

#### Note:

- The Student is liable to start making payments once the Student starts earning an Annual Income of **INR 4,00,000** /- or more.
- This Letter of Intent is valid for 6 weeks from the Date of Issuance
- Your Mentoring sessions will start after you have submitted a signed copy of the Income Sharing Agreement (ISA).

Please note that this letter is just to record the intent of admitting you to GreyAtom's program and not an actual employment offer and nor is it a legally binding offer/contract of employment.

The content of this letter are strictly confidential. Please treat this letter and the contents hereof as personal and confidential.

This letter is valid subject to:



**Training & Placement Office**  
**College of Engineering,**  
**Pandharpur.**

1. Your age being 18 years or older.
2. You holding a Bachelor's Degree from an accredited institution.
3. You must be eligible to legally work in India for at least 1 year following graduation.
4. You must be able to pass any background checks associated with jobs.
5. You comply with the "Program Guidelines" as outlined in the agreement.

This letter is also contingent upon us working to get you a job as a Web Developer - Front-end Engineering with a salary compensation of **INR 4,00,000**. GreyAtom will train you for a period of six (6) months, including two (2) months of career service training. This duration does not include any cooling period, sabbatical or any breaks taken whatsoever.

You will be required to sign a separate agreement, by way of which you agree to obediently go through the period of training (6 months). Such agreement will also form part of your engagement terms with GreyAtom.

You will continuously be assessed during your training. If you do not complete the classroom training and the projects to our satisfaction GreyAtom owns the right to terminate your admission. Any agreement between you and GreyAtom will automatically expire if you fail to respond to this letter in writing/email on or before the end of 3 days from its date of issuance.

Your Mentoring sessions will start after you have submitted a signed copy of the Income Sharing Agreement (ISA).

We welcome you to GreyAtom family and are really excited to work with you.

<b>For GreyAtom Edutech Private Limited</b>	<b>I hereby declare my intent to join</b>
<i>Mayuresh Shilotri</i>	[X]
Mayuresh Shilotri - Co-founder - GreyAtom	Varsha Shingade



**Training & Placement Office  
College of Engineering,  
Pandharpur.**

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**Selected Candidates for Teksun Group of Companies !**

3 messages

Leena Gupta &lt;hr@teksun.in&gt;

Wed, Oct 16, 2019 at 10:27 AM

To: "Dr. Madhav Raul" &lt;mkraul@coe.sveri.ac.in&gt;

Cc: Krunal Surti &lt;operation@teksun.in&gt;, TLAB Global &lt;mitesh@tlabglobal.com&gt;, Shreya Joshi &lt;hr01@teksun.in&gt;

**Dear Madhav ji,****Good Evening !****Thank you so much for inviting us at your esteemed institution with such a lovely warm welcome and providing good hospitality during the whole drive.****Kindly find the below selected candidates list :**

1. Shewta Misal - Android Domain
2. Kiran Kasulwar - Web Domain
3. Akshaya Sherkar - IOT Domain
4. Pratiksha Shindepatil - IOT Domain
5. Vishal Munguskar - Web Domain
6. Tanaji Kumbhar - ML & Android Domain
7. Jyotsna Salunkhe - IOT Domain
8. Mishpa Patil - Web Domain
9. Yogesh Shingade - Android Domain
10. Vishal Kedare - IOT Domain
11. Varsha Shingade - Embedded Firmware Domain
12. Ashwini Salunkhe - Embedded Firmware Domain
13. Abhishek Sonar - Embedded Hardware Domain
14. Bhagyashri Baba - Embedded Hardware Domain
15. Mansi Moholkar - Embedded Hardware Domain
16. Krishna Deshmukh - Embedded Hardware Domain
17. Priyanka Nagane - Embedded Hardware Domain
18. Pratiksha - Embedded Firmware Domain
19. Dnyaneshwari - Embedded Hardware Domain
20. Anjali Katkar - Embedded Hardware Domain.

Many Congratulations to all the selected Candidates. We wish them all the best for future & Would love to work together with them.

Welcome to Teksun Family all the candidates.

We wish to minimize their timeline of starting their Payroll, better you send all this selected candidates to Tlab atleast for 2 months between 7th & 8th Sem, so that they can save their 2 months after completion of B.E.

Let me know if you have any further query.

Thanks & Regards,  
Leena Gupta  
HR Executive

On Sat, Oct 12, 2019, 16:32 Dr. Madhav Raul <mkraul@coe.sveri.ac.in> wrote:



Date: 19<sup>th</sup> Nov '19**Letter of Intent**Dear **Pranita Sunil Jadhav**,

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your compensation on a cost to company basis will be **Rs.306,040** (Details of which you can find below).

Client Acquisition Manager		
Grade: E1	Level: Junior Executive	Band: B2
Details of Remuneration		Annual Amount (Rs.)
Basic (Includes Employee PF Contribution)		180,000
HRA		60,320
Performance Allowance		27,480
Statutory Bonus		7,000
Gross Salary		2,74,800
Employer's Contribution for PF		21,600
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		8,640
CTC		3,06,040

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
  - Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
  - The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.
  - The notice period applicable to you would be **1 Month**.
2. This appointment will be subject to you being found medically fit.
  3. This appointment stands valid subject to your provided information about yourself, work ex, Marks & qualifications.



Training & Placement Office  
College of Engineering,  
Pandharpur.

Received  
Pranita Sunil Jadhav

4. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.
5. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.
6. Organization is also providing food facility at the office which includes breakfast and lunch on all working days. The total cost of the facility is Rs 3000 out of which Rs 1800 is paid by employee and Rs 1200 is paid by the employer. This is a mandatory benefit for all employees.
7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **20<sup>th</sup> Nov 2019**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

**Gaurav Garg**  
**Head - HR**  
**CapitalVia Global Research Limited**



**Training & Placement Office**  
**College of Engineering,**  
**Pandharpur.**

Received  
  
Pranita Sunil Jadhav

**Fwd: Congrats : Short listed candidates from the campus interview.**

1 message

**Dhananjay Kumbhar** <dakumbhar@coe.sveri.ac.in>  
To: Geeta Unhale <ggunhale@coe.sveri.ac.in>

Sat, Sep 12, 2020 at 1:57 PM

**Regards,**

**Mr. Dhananjay A Kumbhar**  
**Asst. Professor & TPO**  
**SVERIs COE, Pandharpur**  
**+91 9767107291**

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

From: **Rukmini Ambalgi** <v2electricals2020@gmail.com>  
Date: Mon, Feb 17, 2020 at 4:36 PM  
Subject: Congrats : Short listed candidates from the campus interview.  
To: <dakumbhar@coe.sveri.ac.in>

Respected Sir,

I am glad to inform you that we have short listed some candidates from the campus interview held on 16/02/2020 at your premises. The list of the selected candidates attached find below.

- 1 Nikita Doshi
- 2 Akshay Sartape
- 3 Shubham Kale
- 5 Jyoti Deshmukh
- 6 Snehal Kamble
- 7 Pragati Kharde
- 8 Kirti More
- 9 Varsha Salge
- 10 Ravikant Hindule
- 11 Pragati Navagire

  
**Training & Placement Office**  
**College of Engineering,**  
**Pandharpur.**

## 8) Yogita Maske

### Letter Of Intent

Dear Yogita Maske

With reference to your application and subsequent interview, we are pleased to offer you employment with TRIA in our Business Development Dept (BDD). You are required to join on or before 25 June '2020 failing which the offer shall stand canceled.

- You are requested to submit us the following below mentioned documents to enable us to
- Copy of 10th Mark Sheet / Certificate
- Copy of 12th Mark Sheet / Certificate
- Copy of Graduation Degrees
- Copy of Additional Certificates ( in case you have)
- Copy of ID Proof (Passport / License / PAN Card/ Voter ID Card)
- 4 passport size colored photographs
- Residence Proof
- Reference Checks (From 4 unrelated people)

The detailed Offer letter will be issued to you after your joining.

We take this opportunity to extend you a warm welcome to TRIA and wish you all the best in your new assignment.

Yours Sincerely,

Trifid Research-Investment Adviser

Note: Confirm date of joining will be disclosed with our Joining Letter Mail



**Training & Placement Office**  
**College of Engineering,**



**Fwd: About campus interview January 2020.**

↑ message

Dhananjay Kumbhar <dakumbhar@coe.sveri.ac.in>  
To: Geeta Unhale <ggunhale@coe.sveri.ac.in>

Sat, Sep 12, 2020 at 3:44 AM

Regards,

**Mr. Dhananjay A Kumbhar**  
**Asst. Professor & TPO**  
**SVERIs COE, Pandharpur**  
**+91 9767107291**

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

From: Sharad Garud , MIPL, PUNE <support@micromaxinstruments.com>  
Date: Thu, Jun 11, 2020 at 4:44 PM  
Subject: About campus interview January 2020.  
To: Dhananjay Kumbhar <dakumbhar@coe.sveri.ac.in>  
Cc: MIPL Sales <sales@micromaxinstruments.com>

Dear Sir,

Thank you for your support & coordinating for campus drive. We really appreciate your interest in joining your students for our company and we want to thank you for the time and energy you invested in your campus drive. We have to inform you that this time we won't be able to join your students in our company.

Though your students are impressive but we have decided to not to any employees in this financial year. As the COVID 19 is getting harsh day by day. We truly appreciate your expertise and interest in our company. We hope you'll keep us in mind and support us again in the future.

If you have any questions or need additional information, please don't hesitate to contact me by email or phone.

We wish every students personal and professional success in your future endeavors.

Once again, thank you for your interest in working with us.

Best regards,

Mr. Sharad Garud

HOD - Service & Sales Dept.

Micromax Instruments Pvt. Ltd | Address : 27/1, Hingne Khurd, Off Sinhgad Road, Pune-411051 Maharashtra, INDIA

Tel: +91-20-24352892 | Fax: +91-20-24357805 | Mobile: +91-9822331422


e-mail: Support@micromaxinstruments.com | Visit our Website | on Indiamart

!!! Have a Great, Positive, Nice day !!!

----- Forwarded Message -----

From: Sharad Garud , MIPL, PUNE <support@micromaxinstruments.com>  
To: Dhananjay Kumbhar <dakumbhar@coe.sveri.ac.in>  
Cc: MIPL Sales <sales@micromaxinstruments.com>; Shalan Atkare <sales1@micromaxinstruments.com>  
Sent: Friday, January 24, 2020, 11:39:07 AM GMT+5:30  
Subject: Finalized students in campus interview January 2020.

Dear All,

  
**Training & Placement Office**  
**College of Engineering,**  
**Pandharpur.**

Thank you for the opportunity to conduct Campus interview at your college on 10th Jan 2020.

Following is the selected and on Hold candidate list:

**A) Trainee Engineer : -**

- 1) Mr. Umesh Gurav : SVERI : Embedded Testing & Service Engineer.
- 2) Mr. Rohit Ranaware : SVERI : Embedded Developer or Testing & Service Engineer.
- 3) Mr. Vijay Katte : SVERI : Embedded Testing & Service Engineer. ----- Hold (will confirm date in month of 30 July 2020 ).
- 4) Mr. Sayyad Tanjim : SVERI : Embedded Testing & Service Engineer. ----- Hold (will confirm date in month of 30 July 2020 ).

**B) Trainee Sales Engineer : -**

- 1) Mr. Mukul Patil : SVERI : Trainee Sales Engineer.
- 2) Mr. Vishal Gaikwad : SVERI : Trainee Sales Engineer.

Terms of selection :

- 1) Stipend for first 12 months Rs. 9000 per month and then it will be increase depending on their performance.
- 2) Leave applicable after 6 months (Leaves will be accumulated during this time and given after completing 6 months)
- 3) Joining date: 01st June 2020 or after the results.
- 4) Need to submit original BE last year & Std. 12 th Certificate.
- 5) Designation will not be fix for 3 months or depending upon performance designation will be granted.
- 6) Bond of 24 months and notice period of 2 months. Bond is not negotiable.
- 7) If bond breaks then candidate will have to pay 2 months salary and 1 month notice period.
- 8) 1 month salary And Educational Document as a security deposit which will be returned after completion of Exit procedure
- 9) Need to attend Industrial Service and Sales visit if required by Local transport.

We congratulate all the candidates.

Please reply with confirmation.

Best regards,

Mr. Sharad Garud

HOD - Service & Sales Dept.

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Tel: +91-20-24352892 | Fax: +91-20-24357805 | Mobile: +91-9822331422

e-mail: [Support@micromaxinstruments.com](mailto:Support@micromaxinstruments.com) | [Visit our Website](#) | [on Indiamart](#)

!!! Have a Great, Positive, Nice day !!!



**Training & Placement Office**  
**College of Engineering,**  
**Pandharpur.**

# BHARAT FORGE

10) Avinash Devmare

Ref No : PD/2020

20.02.2020  
Intention of Offer  
Personal and Confidential

To,

MR. AVINASH ARJUN DEVMARE  
H. NO. 3870 SANTH PETH MALI GALLI ,  
TAL- PANDHARPUR,  
DIST- SOLAPUR - 413304

Dear Sir,

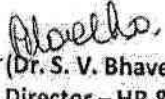
This has reference to the interview you had with us at **SVERI, PANDHARPUR**, on **13.01.2020** , we are pleased to inform you, that you have been shortlisted as **Graduate Engineer Trainee** in our organization.

**Please note that:**

1. Your training will be for a period of **ONE YEAR** from the date of your joining.
2. Your appointment will be subject to medical fitness as declared by medical officer of Bharat Forge Ltd.
3. Your appointment will be valid only if you pass **Degree with aggregate (Average of all 8 semesters) 60 % marks.**
4. **You are required to bring following documents at the time of joining without fail:**
  - Original and photocopy of SSC Certificate / School Leaving Certificate
  - Original and photocopy of all Diploma Mark Sheets. ( If applicable)
  - Original and photocopy of HSC Certificate.
  - Original and photocopy of all BE Mark Sheets.
  - Original and photocopy of Degree passing certificate.
  - 4 copies of colored passport size photographs.
  - Original and photocopy of PAN Card.
  - Original and photocopy of Aadhar Card (with Full Date of Birth).
  - Original and photocopy of Blood Group certificate.
  - Original and photocopy of Passport.
5. On fulfilling requirements from point no. 2 and 3, detailed appointment letter describing terms and conditions of employment will be issued to you at the time of joining.  
**The exact date of joining will be intimated to you in due course of time.**

Thanking you,

Yours faithfully,  
For **BHARAT FORGE LTD.**

  
(Dr. S. V. Bhawe)  
Director - HR & IR



**KALYANI**  
GROUP COMPANY

BHARAT FORGE LIMITED, MUNDHWA, PUNE 411 036, MAHARASHTRA, INDIA.  
PHONE : +91 20 6704 2777 FAX : +91 20 2682 0699 [Export], 2682 2387 [Sales/Mktg] 2682 2163 [Materials]  
Website : www.bharatforge.com  
CIN No. L25209PN1961PLC012046

Received.

Devmare AA  
22/02/2020  
Devmare A.A.

**11) Rushikesh Bhagvat**

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20172248504/Pune**  
**Date: 13/09/2019**

Mr. Rushikesh Manoj Bhagwat  
Boy'S Hostel Number 2 , Gopalpur, PandharpurGopalpur,  
Gopalpur,  
Pandharpur-413304,  
Maharashtra.  
Tel# 91-7028105363

Dear Rushikesh Manoj Bhagwat,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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**TCSL/CT20172248504**

**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

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 ₹10,200/- 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 ₹4,080/- 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 ₹7,570/- 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

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2

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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).

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3

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HIS offers the following benefits:

## 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

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

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## Maternity Leave

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

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

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

## Loans

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

## Professional Memberships

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

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## RETIRALS

### **Provident Fund**

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

### **Gratuity**

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

## TERMS AND CONDITIONS

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

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 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.

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5

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### 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. Service Agreement

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

## 11. Overseas International Assignment Agreement

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

## 12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the

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7

said terms and conditions in case of deputation on international assignments.

### 13. TATA Code of Conduct

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

### 14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

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

### 15. Retirement

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

### 16. Pre-employment Medical Certificate

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

### 17. Employment of Non Indian Citizens

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

### 18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

## 19. Submission of Documents

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 Srilankan 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

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documents

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

## 20. 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.

## 21. Letter of Appointment

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

## 22. Rules and Regulations of the Company

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

## 23. Compliance to all clauses

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

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10

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

  
Training & Placement Office  
College of Engineering.

**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



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



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

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

## 12) Balaji Landge

Ref No : PD/2020

20.02.2020  
Intention of Offer  
Personal and Confidential

To,

MR. BALAJI VITTHAL LANDAGE  
AT:KHONDLA,POST:HAWARGAON,  
TAL:KALAMB,  
DIST:OSMANABAD

Dear Sir,

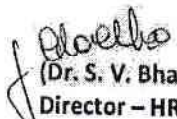
This has reference to the interview you had with us at **SVERI, PANDHARPUR**, on **13.01.2020**, we are pleased to inform you, that you have been shortlisted as **Graduate Engineer Trainee** in our organization.

**Please note that:**

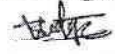
1. Your training will be for a period of **ONE YEAR** from the date of your joining.
2. Your appointment will be subject to medical fitness as declared by medical officer of Bharat Forge Ltd.
3. Your appointment will be valid only if you pass **Degree with aggregate (Average of all 8 semesters) 60 % marks.**
4. You are required to bring following documents at the time of joining without fail:
  - Original and photocopy of SSC Certificate / School Leaving Certificate
  - Original and photocopy of all Diploma Mark Sheets. ( If applicable)
  - Original and photocopy of HSC Certificate.
  - Original and photocopy of all BE Mark Sheets.
  - Original and photocopy of Degree passing certificate.
  - 4 copies of colored passport size photographs.
  - Original and photocopy of PAN Card.
  - Original and photocopy of Aadhar Card (with Full Date of Birth).
  - Original and photocopy of Blood Group certificate.
  - Original and photocopy of Passport.
5. On fulfilling requirements from point no. 2 and 3, detailed appointment letter describing terms and conditions of employment will be issued to you at the time of joining.  
The exact date of joining will be intimated to you in due course of time.

Thanking you,

Yours faithfully,  
For **BHARAT FORGE LTD.**

  
(Dr. S. V. Bhawe)  
Director – HR & IR



Received  
  
22/2/2020



**Fwd: Congrats : Short listed candidates from the campus interview.**

1 message

Dhananjay Kumbhar <dakumbhar@coe.sveri.ac.in>  
To: Geeta Unhale <ggunhale@coe.sveri.ac.in>

Sat, Sep 12, 2020 at 1:57 PM

Regards,

**Mr. Dhananjay A Kumbhar**  
**Asst. Professor & TPO**  
**SVERIs COE, Pandharpur**  
**+91 9767107291**

----- Forwarded message -----  
From: Rukmini Ambalgi <v2electricals2020@gmail.com>  
Date: Mon, Feb 17, 2020 at 4:36 PM  
Subject: Congrats : Short listed candidates from the campus interview.  
To: <dakumbhar@coe.sveri.ac.in>

Respected Sir,

I am glad to inform you that we have short listed some candidates from the campus interview held on 16/02/2020 at your premises. The list of the selected candidates attached find below.

- 1 Nikita Doshi
- 2 Akshay Sartape
- 3 Shubham Kale
- 5 Jyoti Deshmukh
- 6 Snehal Kamble
- 7 Pragati Kharde
- 8 Kirti More
- 9 Varsha Salge
- 10 Ravikant Hindule
- 11 Pragati Navagire





## 14) Shruti Patil

Offer: Computer Consultancy  
Ref: TCSSL/CT20192704754/Pune  
Date: 13/09/2019

Ms. Shruti Anil Patil  
233,  
Near Kapase Kirana Shop,  
Solapur-413219,  
Maharashtra.  
Tel# 91-9370901791

Dear Shruti Anil Patil,

### Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,875/- 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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TCSSLCT20192704754

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

  
Training & Placement Office  
College of Engineering,  
Solapur



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 ₹10,200/- 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 ₹4,080/- 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 ₹7,570/- 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

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TCSL/CT20192704754

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College of Engineering,  
Pandharpur.



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).

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TCSL/CT20192704754

TATA CONSULTANCY SERVICES  
Tata Consultancy Services Limited

3  
*Shree*

*Om*  
Training & Placement Office  
College of Engineering,  
Bandharpur.



**Withdrawal of Offer**

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

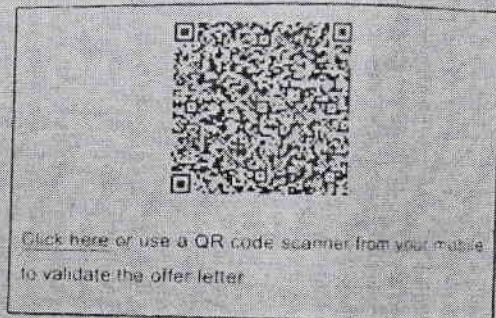
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

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



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

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Tata Consultancy Services Limited

Training & Placement Office  
College of Engineering,  
Pandharpur.



GROSS SALARY SHEET

Annexure 1

Name: Shruti Anil Patil  
 Designation: Assistant System Engineer-Trainee  
 Institute Name: Saveri'S College Of Engineering, Pandharpur

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	27,415	3,36,875
<b>Xplore/ Learning Incentive****</b>		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 Programme.  
 \*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.  
 \*\*\* 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		48,960
Leave Travel Assistance	4,080	10,200
Food Card	850	6,000
Personal Allowance	500	90,840
<b>GROSS BOUQUET OF BENEFITS</b>	7,570	1,46,000
	13,000	

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 TCSL/CT20192704754

TATA CONSULTANCY SERVICES

*Shruti*

Training & Placement Office  
 College of Engineering,  
 Pandharpur.

15) Sachin Gosavi

Ref No : PD/2020

20.02.2020

Intention of Offer  
Personal and Confidential

To,

MR. SACHIN RAMCHANDRA GOSAVI  
A/P KHARDI,  
TAL.PANDHARPUR,  
DIST.SOLAPUR 413317

Dear Sir,

This has reference to the interview you had with us at SVERI, PANDHARPUR, on 13.01.2020, we are pleased to inform you, that you have been shortlisted as Graduate Engineer Trainee in our organization.

**Please note that:**

1. Your training will be for a period of **ONE YEAR** from the date of your joining.
2. Your appointment will be subject to medical fitness as declared by medical officer of Bharat Forge Ltd.
3. Your appointment will be valid only if you **pass Degree with aggregate (Average of all 8 semesters) 60 % marks.**
4. You are required to bring following documents at the time of joining without fail:
  - Original and photocopy of SSC Certificate / School Leaving Certificate
  - Original and photocopy of all Diploma Mark Sheets. ( If applicable)
  - Original and photocopy of HSC Certificate.
  - Original and photocopy of all BE Mark Sheets.
  - Original and photocopy of Degree passing certificate.
  - 4 copies of colored passport size photographs.
  - Original and photocopy of PAN Card.
  - Original and photocopy of Aadhar Card (with Full Date of Birth).
  - Original and photocopy of Blood Group certificate.
  - Original and photocopy of Passport.
5. On fulfilling requirements from point no. 2 and 3, detailed appointment letter describing terms and conditions of employment will be issued to you at the time of joining.  
**The exact date of joining will be intimated to you in due course of time.**

Thanking you,

Yours faithfully,  
For BHARAT FORGE LTD.

*(Dr. S. V. Bhav)*  
Director - HR & IR

KALYANI  
GROUP COMPANY

*(Signature)*  
Training & Placement Office  
College of Engineering,  
Pandharpur.

BHARAT FORGE LIMITED, MUNDHWA, PUNE 411 036, MAHARASHTRA, INDIA.  
PHONE : +91 20 6704 2777 FAX : +91 20 2682 0699 (Export), 2682 2387 (Sales/Mktg) 2682 2163 (Materials)  
Website : www.bharatforge.com  
CIN No. L25209PN1961PLC012046

Received.

Sachin  
22/02/2020

## 16) Onkar Bhosale

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20172248935/Pune**  
**Date: 13/09/2019**

Mr. Onkar Shashikant Bhosale  
3841, Sant Peth, Pandharpur,  
Sant Peth,  
Pandharpur-413304,  
Maharashtra.  
Tel# 91-8605167601

Dear Onkar Shashikant Bhosale,

### **Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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**TCSL/CT20172248935**

**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

  
**Training & Placement Office**  
**College of Engineering,**  
**Pandharpur.**

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 ₹10,200/- 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 ₹4,080/- 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 ₹7,570/- 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

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2

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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





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).

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TCSL/CT20172248935

3

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Niyati Tiam, 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

  
Training & Placement Office  
College of Engineering,  
Pandharpur.

## Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



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



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

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

<b>Name</b>	<b>Onkar Shashikant Bhosale</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Saveri'S College Of Engineering, Pandharpur</b>

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,875</b>
<b>Xplore/ Learning Incentive****</b>		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 Programme.

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

\*\*\* 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
<b>GROSS BOUQUET OF BENEFITS</b>	<b>13,000</b>	<b>1,56,000</b>

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TCSL/CT20172248935

12

**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

  
**Training & Placement Office**  
**College of Engineering,**  
**Pandharpur**

**Campus selected students list at SVERI Pandharpur on 16.2.19**

3 messages

Bharat Chaugule <hrd1.chakan@dhoottransmission.com>

Wed, Mar 6, 2019 at 5:41 PM

To: "Dr. Madhav Raul- Dean TPII" <placement@sveri.ac.in>

Cc: "Dr. Madhav Raul" <madhavcoep@gmail.com>, S B Joshi <sbjoshi@dhoottransmission.com>, narayanpandhare@dhoottransmission.com

Good Afternoon sir,

**CONGRATULATION!!**

Respected sir,

Kindly find the attached list of Campus selected students list,

Thank you very much for giving such a opportunity for our college.

*Thanks & Regards*

**MR.Bharat N.Chaugule**

*(HR Manager)*

**Dhoot Transmission Pvt Ltd.- Chakan – Plant III**

**Gut no- 118/17 & 118/18 ,**


**Village – Wasuli , Chakan –**

**Taluka – Rajgurunagar,Khed . Dist : Pune -410501.**

**Mob. : +91 – 9168623657/9923068855**

**Email : hrd1.chakan@dhoottransmission.com**

**Web : www.dhoottransmission.com**

 Please don't print this e-mail unless you really need to

  
Training & Placement Office  
College of Engineering,  
Pandharpur.

**From:** Dr. Madhav Raul- Dean TPII [mailto:placement@sveri.ac.in]  
**Sent:** 18 February 2019 10:26  
**To:** hrd1.chakan@dhoottransmission.com  
**Cc:** Dr. Madhav Raul  
**Subject:** List of placed students at SVERI Pandharpur on 16.2.19

Respected sir,

Kindly find the attached list of Campus placed students at your esteemed organisation.

Thank you very much for giving such a opportunity for our students.

Regards

**Dr. Madhav Raul**

Dean-Training-Placement & Industry Interaction,

Joint Treasurer Maharashtra Association of Training and Placement Officers [MATPO]

SVERI's College of Engineering, Pandharpur,

Gopalpur-Ranjani, Road, Gopalpur,

Dist: Solapur, Pin-413304.

Cell: 09545553881

Email: [placement@sveri.ac.in](mailto:placement@sveri.ac.in)

[madhavcoep@gmail.com](mailto:madhavcoep@gmail.com)

URL: [www.sveri.ac.in](http://www.sveri.ac.in)

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 **Dhoot Transmission placed students list.xlsx**  
18K



Training & Placement Office  
College of Engineering,  
Pandharpur.

Dr. Madhav Raul- Dean TPII <placement@sveri.ac.in>

Wed, Mar 6, 2019 at 5:44 PM

To: Bharat Chaugule <hrd1.chakan@dhoottransmission.com>

Cc: "Dr. Madhav Raul" <madhavcoop@gmail.com>, S B Joshi <sbjoshi@dhoottransmission.com>, narayanpandhare@dhoottransmission.com

Dear Sir

Greetings,

Thank you very much for the results.

Looking forward for long and healthy relationship.

Thanking you in Anticipation.

[Quoted text hidden]

---

2 attachments

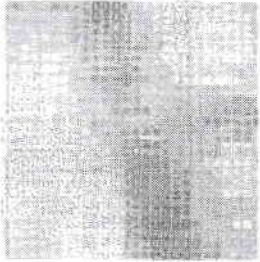


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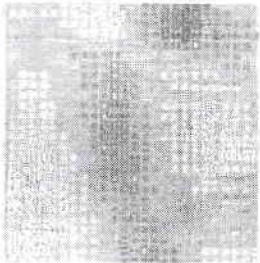


image001.jpg  
3K

---

Mail Delivery Subsystem <mailer-daemon@googlemail.com>  
To: placement@sveri.ac.in

Wed, Mar 6, 2019 at 5:45 PM



### Address not found

Your message wasn't delivered to **narayanpandhare@dhoottransmission.com** because the address couldn't be found, or is unable to receive mail.

The response from the remote server was:

554 5.7.1 <narayanpandhare@dhoottransmission.com>: Recipient address rejected: Unknown user or alias

Training & Placement Office  
College of Engineering,  
Pandharpur.

Final-Recipient: rfc822; narayanpandhare@dhoottransmission.com

Action: failed

Status: 5.7.1

Remote-MTA: dns; cluster6.netcore.co.in. (202.162.242.37, the server for the domain dhoottransmission.com.)

Diagnostic-Code: smtp; 554 5.7.1 <narayanpandhare@dhoottransmission.com>: Recipient address rejected: Unknown user or alias

Last-Attempt-Date: Wed, 06 Mar 2019 04:15:03 -0800 (PST)

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

From: "Dr. Madhav Raul- Dean TPII" <placement@sveri.ac.in>

To: Bharat Chaugule <hrd1.chakan@dhoottransmission.com>

Cc: "Dr. Madhav Raul" <madhavcoop@gmail.com>, S B Joshi <sbjoshi@dhoottransmission.com>, narayanpandhare@dhoottransmission.com

Bcc:

Date: Wed, 6 Mar 2019 17:44:49 +0530

Subject: Re: Campus selected students list at SVERI Pandharpur on 16.2.19

Dear Sir

Greetings,

Thank you very much for the results.

Looking forward for long and healthy relationship.

Thanking you in Anticipation.

On Wed 6 Mar, 2019, 5:41 PM Bharat Chaugule, <hrd1.chakan@dhoottransmission.com> wrote:  
<blockquote class="gmail\_quote" sty ----- Message truncated -----



Training & Placement Office  
College of Engineering,  
Pandharpur.

**Dhoot Transmission**  
List of Students for Interview

**Branch Mechanical**

Sr. No.	Name of Student
1	Onkar Waghmode
2	Pranav Ippanpalli
3	Akshay Hake
4	Kedar Kulkarni
5	Ganesh Vastre
6	Shubham Dixit
7	Laxman Pachkawade
8	Ravikiran Sonage
9	Suraj Mahapure
10	Pushkar Patil
11	Phalake Suhas
12	Shubham Kale
13	Aniket D. Chavan
14	Komal Abhangrao
15	Pooja Namde
16	Sagar Khot
17	Vishal Shalu
18	Onkar Pore
19	Sumit Chavan
20	Aniket B. Chavan
21	Kiran Dune
22	Mahesh Ghodake
23	Sachin Ingale
24	Shivprasad Patil
25	Shridhar Kotyal
26	Sultan Tamboli
27	Supriya Kolekar
28	Pallavi Kale
29	Omkar Gade
30	Vishal Waghmare
31	Pravin Chavan
32	Savta Randive
33	Aishwarya Deshmukh
34	Jyoti Deshmukh
35	Ajit Jadhav
36	Sagar Gaikwad
37	Ajiky Sid
38	Kadlaskar Sourabh
39	Deshpande Mihir
40	Pruthvijit Gaikwad
41	Shubham Atkale
42	Amar Bhanvase
43	Mayur Mali
44	Sakharam Dhat
45	Krushnadev Keskar
46	Vikas Patil



47	Akash Rakate
48	Indrajit Wadgave
49	Aruna Pujari
50	Katale Ganesh
51	Nagesh Panchal
52	Rama Mote
53	Vijay Bhingare
54	Rohan Pore

**Branch - ENTC**

Sr. No.	Name of student
1	Kharade Pragati
2	Kaldhone Amruta
3	Wagh Kanchan
4	Yadav anuja
5	Bagal anuradha
6	More Kirti
7	Navalai Seema
8	Tarange Reshma
9	Whanmane Sonali
10	Shahane Manasi
11	Dargude pratiksha
12	Swapnaja Ronge
13	Bagal Mohini
14	Swami Charushila
15	Devkate Pooja
16	Khankal Vrushali
17	Hindule Madhavi
18	Sawant Mayuri
19	Surwase Tejaswini
20	Gore Janabai
21	Khilari Nilambika
22	Navgire Pragati
23	Asabe Pratima
24	Mahadik Kajal
25	Bhosale Aishwarya
26	Patil Nishigandha
27	Waykule Pallavi
28	Jagtap Janhavi
29	Patil Dhanashree
30	Dubal Samiksha
31	Yamini Waghmode
32	Awad Asha
33	Asabe Vaishnavi
34	Ghodake Pooja
35	Chavan Vishakha
36	Monika Gajakosh
37	Vakase Jyoti
38	Bangi Alfiya
39	Myakal Samita
40	Gumaste Ketali

*Handwritten signature*

41	Potdar Gunjan
42	Salge Varsha
43	Koli Jyoti
44	Chavan Sayali
45	Ghadage pooja
46	Jagtap Aniketa
47	Yadav Kajal
48	Patil Punam
49	Maske Yogita
50	Jadhav Mayuri
51	Pathak Prajakta
52	wakade Prajakta
53	Rokade Sonia
54	Parbat Supriya
55	Koli Vrushali
56	Harshadip Mane
57	Patil Sangita
58	Bhosale Kavita
59	Molak Omkar
60	Bansode Usha
61	Shinde Priyanka
62	shiram Amol
63	Navadkar Ganesh
64	Kewate Snehal
65	More Sanket
66	Baad Pooja
67	Kalubarme Prashant
68	Hindule Ravikant
69	Devkar Aarti
70	Dhanashree Lokhande
71	Patil Sayali
72	Jadhav Pranita
73	Yadav Chhya
74	Vyavhare Sachin
75	Chavare Shubhangi
76	Tamboli Anisa
77	Sucheta yalmar
78	Gondawale Sanjay





## Result of Campus Drive

Human Resource <hr@o2breathingbrains.com>

Tue, Feb 25, 2020 at 10:35 AM

To: Dean TPIL <placement@sveri.ac.in>

Cc: Prasanna Joshi <prasanna@o2breathingbrains.com>, Gurudatta Joglekar <guru@o2breathingbrains.com>, Umesh Patil <umeshp@o2breathingbrains.com>

Dear Sir,

Greetings from O2 Breathing Brains!!

We hereby announce the results of the campus drive that we conducted on 22nd Feb at your premises.

Out of 109 students who have attended the Interview process with O2 Breathing Brains, we have evaluated on their skill sets and 4 students are selected for the final offer & 1 student is on hold. Below is the list for your reference.

We will be sending the hard copy of the letter to you soon.

We trust, the selected candidates are not allowed to sit for any further placement opportunity in the campus.

Please confirm the joining from students and revert back to us by tomorrow evening.

Sr. No.	Name of Student	Post	Offer Status	Bond Period	Bond Breakage Amount
1	Mayuri Balasaheb Londhe	Trainer	Selected	2 Years	50000/-
2	Kajal Ganesh Thite	Trainer	Selected	2 Years	50000/-
3	Sachin Suresh Ingale	Trainer	Selected	2 Years	50000/-
4	Vijay Prakash Jadhav	Operations Executive	Selected	2 Years	50000/-
5	Madhur Gulabrao Shinde	Trainer	Waiting	2 Years	50000/-

This is for your reference and further processing.

Regards,  
Subhash  
Chief HR & Admin  
O2 Breathing Brains  
9172681773  
hr@o2breathingbrains.com  
www.o2breathingbrains.com

Training & Placement Office  
College of Engineering,  
Pandharpur.

Date: 19<sup>th</sup> Nov '19

**19) Aishwarya Deshmukh** Letter of Intent

Dear **Aishwarya Satish Deshmukh,**

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

- Your compensation on a cost to company basis will be **Rs.306,040** (Details of which you can find below).

Client Acquisition Manager		
Grade: E1	Level: Junior Executive	Band: B2
Details of Remuneration		Annual Amount (Rs.)
Basic (Includes Employee PF Contribution)		180,000
HRA		60,320
Performance Allowance		27,480
Statutory Bonus		7,000
<b>Gross Salary</b>		<b>2,74,800</b>
Employer's Contribution for PF		21,600
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		8,640
<b>CTC</b>		<b>3,06,040</b>

- CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
  - Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
  - The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.
  - The notice period applicable to you would be **1 Month**.
- This appointment will be subject to you being found medically fit.
  - This appointment stands valid subject to your provided information about yourself, work ex, Marks & qualifications.

Received

*[Handwritten Signature]*

Aishwarya Satish Deshmukh

*[Handwritten Signature]*

Training & Placement Office

4. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.
5. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.
6. Organization is also providing food facility at the office which includes breakfast and lunch on all working days. The total cost of the facility is Rs 3000 out of which Rs 1800 is paid by employee and Rs 1200 is paid by the employer. This is a mandatory benefit for all employees.
7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **20<sup>th</sup> Nov 2019**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

**Gaurav Garg**  
**Head - HR**  
**CapitalVia Global Research Limited**

Received  
JSly

Aishwarya S. Deshmukh



Candidate ID: 4306268 /658025,

Date of Joining: 03/02/2021,

Joining Location: Mumbai,

Designation: Analyst,

Dear Anand Ganpat Mali,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Mumbai office, for joining formalities as per the address mentioned below:

Address

CAPGEMINI Knowledge Park,IT 1 / IT 2, TTC Industrial Area,Thane-Belapur Road,  
Airoli, Navi Mumbai, Maharashtra - 400708



Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you
	Employment Documents:  <u>Current Employment( Immediate Previous)</u> a) Relieving letter /Experience Certificate( if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory) 2. b) Payslips for last 3 months c) Form 16 d) Salary Account 6 months Bank Statement e) Letter of appointment/Offer letter from employer which captures start date  <u>Previous Employment</u> Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day
3.	<u>Education Documents</u> a) 10 Marksheet and certificate. b) 12th marksheet and Certificate. c) Graduation Marksheets and certificate/Diploma certificate. d) Post-Graduation Marksheets and degree certificate(If applicable) e) Any other relevant certificate
4.	Proof of identity/ Address a) PAN Card b) AADHAR Card c) Passport In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs i) Voters Id ii) Driving License iii) Ration card iv) Electricity Bills v) Gas card vi) Notarized Self Affidavit
5.	Passport size photographs(6 nos)
6.	Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable) a) Form 16/Form 26AS b) Bank statement for 6 months c) Shop License
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:

- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:15AM, and contact security at the main gate for your entry pass.

Best Regards,  
Team HR

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## EMPLOYMENT OFFER LETTER

Capgemini Ref: 4306268 /658025,

02/14/2021,

Anand Ganpat Mali  
Mangalwedha,  
Solapur ,Maharashtra,  
India

Confidential

Dear Anand Ganpat Mali,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 03/02/2021 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be **Analyst/A4**
- B) You will be required to work at the Company's offices in location **Mumbai**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:



Training & Placement Office  
College of Engineering,  
Pandharpur.

**Annexure - A**

Anand Ganpat Mali

Analyst

Total Cost to Company (CTC).

Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 10,000.00	Rs 120,000.00
House Rent Allowance	Rs. 4,005.00	Rs 48,060.00
Other Reimbursements & Allowances#	Rs. 0.00	Rs.0.00
Personal Allowance	Rs. 5,000.00	Rs. 60,000.00
Advance Statutory Bonus	Rs. 3,064.00	Rs. 36,768.00
Gross monthly salary	Rs.22,069.00	Rs. 264,828.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.5,772.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00
Total Cost to Company		Rs. 300,002.00



Total Cost to Company		Rs. 300,002.00
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Annexure - B

AnandGanpat Mali

Analyst

Total Cost to Company (CTC).

Rs.380,006.00

Monthly Components	Per Month	Annualized
Basic	Rs.10,860.00	Rs.130,320.00
House Rent Allowance	Rs.5,430.00	Rs.65,160.00
Other Reimbursements & Allowances#	Rs.5,201.00	Rs.62,412.00
Personal Allowance	Rs.4,140.00	Rs.49,680.00
Advanced Statutory Bonus	Rs.3,064.00	Rs.36,768.00
Gross monthly salary	Rs.28,695.00	Rs.344,340.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.522.00	Rs.6,264.00
Total Fixed Compensation	Rs.31,017.00	Rs.372,204.00
Special Incentives##	Rs.0.00	Rs.0.00
Total Cash Compensation	Rs.31,017.00	Rs.372,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Capgemini contribution to ESI		Rs.0.00



Total Cost to Company		Rs.380,006.00
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# You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes. For details on claiming these instruments please check the Other Allowance and Reimbursements FAQ and Claim Forms.

Other Allowance & Reimbursements	Annualized
Telephone	19,800.00
LTA	60,000.00
Meal Coupons	24,000.00
Vehicle Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
  2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
  3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
  4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
  5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes /modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- ++ Employee's contribution towards PF and ESI will be made from the monthly salary. If employee moves out of ESI coverage on account of his/her salary crossing the defined threshold, deduction of employer and employee's contribution would continue up to the ESI contribution cycle defined by law.
- \*\* This is the maximum limit you are eligible for. You may choose any of the following optional components under 'Other Allowance & Reimbursements' Non taxable components (except Meal Coupons) would be paid based on a claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

D.) The following elements are included in the compensation package stated above:

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

NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

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

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.



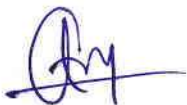
F.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

G.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

H.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:
  - a. You will submit relevant documents as mandated by the Company;
  - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
  - c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;
  - d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
  - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
  - f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini);
  - g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
  - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
  - i. Your employment shall be subjected to the below-mentioned additional terms and conditions.
    - a. You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of



a. You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 30-March-2021, our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

b. You will be required to clear the mandatory Entry Level Certification Training Test of the Company in the first attempt. The details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

c. As a condition of your employment with the Company, you will be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review.

You fill the complete Back ground verification link given along with the welcome mail of the offer.

j. You have achieved minimum 60% aggregate in all semesters of your graduation.

k. You submit the following mandatory documents before the date of joining..

1. Highest Degree/Provisional Certificate and Final year Mark sheet.

2. In case you do not have the Education documents on the Day of joining, you should submit the same to the HR not later than 3 months from Date of Joining.

l. You will join our Fresher training and for successful completion of training you will be evaluated upon defined parameters and will be required to score a minimum percentage. Details pertaining to fresher training will be provided to you separately at the time of on-boarding.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

l.) Your employment with the Company will also be governed by the terms and conditions of employment contained in Exhibit 1 attached hereto.

J.) The Company's address for sending notice in relation to your employment is as below:

Kind Attn: Head - Human Resources

Address: Capgemini Technology Services India Limited,  
Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi  
Mumbai, Maharashtra 400708

Email: [hremployeeservices.in@capgemini.com](mailto:hremployeeservices.in@capgemini.com)



You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Anilkumar Singh  
Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

---

Name: Anand Ganpat Mali

Date: 02/14/2021





## 21) Aditi Ghavate

Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,  
Navi Mumbai - 400708, Maharashtra, India.  
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121  
www.capgemini.com/in-en

**Date: November 13, 2019**

**Ref No: HR/Campus/LO14512807/1**

**Aditi Abasaheb Ghavate**  
**SVERT's College of Engineering, Pandharpur**

### **Letter of Intent ("LOI")**

Dear Aditi Abasaheb Ghavate,

With reference to your interview conducted by us at JJ Magdum College of Engineering, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com)

Thanking you,  
Yours Sincerely,  
**For & On Behalf of Capgemini**



**Puneet Kumra**  
**Head - Fresher Hiring**



## Letter of Intent (Wipro)

Aishwarya Nikam <aishwaryasnikam@coep.sveri.ac.in>  
To: svdarshane@coe.sveri.ac.in

Fri, Feb 28, 2020 at 10:01 PM

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

From: <careers@wipro.com>  
Date: Tue, 10 Dec 2019, 11:40 am  
Subject: Letter of Intent - Aishwarya Nikam - Ref. No.: 9390627  
To: <aishwaryasnikam@coep.sveri.ac.in>

## Campus - Letter Of Intent

09-Dec-2019

Dear Aishwarya Nikam,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit(Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited

Training & Placement Office  
College of Engineering,  
Pandharpur.

Sunil Kalachar  
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. [www.wipro.com](http://www.wipro.com)

  
Training & Placement Office  
College of Engineering,  
Pandharpur.



23) Ajit Kalshetti

CALL LETTER

Dated: 05-03-2020

Dear Ajit Kalshetti

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10<sup>th</sup> 12<sup>th</sup>, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards

QSPIDERS CAMPUS CONNECT

Mb: 9513684738

USN NO .....



*Sagar*

*Ajit*

Training & Placement Office  
College of Engineering,  
Pandharpur.

## 24) Akshay Topage

To,

**Akshay Topage**

A/P Murum, Tq. Umarga, Dist. Osmanabad (MH)

Ref No: PTPL / HR /OL / 2019-20/ 30

Date: 06/12/2019

**Sub: Offer Letter**

Dear **Akshay Topage**,

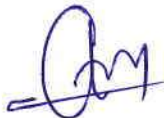
Congratulations! We are pleased to inform you that you have cleared the relevant tests and interviews conducted during our campus recruitment drive; and hence, we offer you a position in Paramatrix Technologies Pvt. Ltd. (hereinafter also referred to as "the Company" or "Paramatrix") with the designation of **Trainee Software Engineer**. We heartily welcome you to the Paramatrix family.

We request you to read the contents of this offer letter and accompanying annexure/s carefully. Should you require any further clarifications, please contact us at [hr@paramatrix.com](mailto:hr@paramatrix.com). A few important points, which require your special attention, are given below.

- **Date of Joining:**  
You are requested to join Paramatrix on 01/07/2020. Please note that company will solely reserve the right to make any changes in the date of joining, which will be intimated to you accordingly.
- **Location of Initial Reporting:**  
The location of your initial reporting and training will be Paramatrix Technologies Private Limited, E-102, First Floor, Sanpada Railway Station Complex, Sanpada, Navi Mumbai – 400705, Maharashtra, India
- **CTC:**  
Your annual CTC will be **Rs. 3, 00,000/- Per Annum** (Rupees Three Lakhs Only) subject to deductions required under law and as per applicable policy of the company, if any.
- **Training & Probation Periods:**  
On joining, you will be required to participate in our esteemed training programme for a period of around **6 (Six) months**. On successful completion of training, you will be placed on probation, usually for the next **6 (Six) months**. This transition will be solely based on your performance during the training period. The period of training and probation can be either reduced or extended at the sole discretion of management of **Paramatrix Technologies Pvt. Ltd.** The course content used in our regular training has already been explained to you during our recruitment drive. Please note that the content, its order and duration of training

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1 | Page



Training & Placement Office  
College of Engineering,  
Pandharpur.

**Final Selection@Paramatrix.**

message

Jacob A <jacob.azhakathu@paramatrix.com>  
To: "Dr. Madhav Raul- Dean TPII" <placement@sveri.ac.in>  
Cc: HR-Paramatrix <hr@paramatrix.com>

Fri, Nov 29, 2019 at 6:29 PM

Dear Dr. Madhav Raul,

With reference to the previous HR discussion, we are glad to inform you that below candidate is selected for the position with our organisation.

Please arrange to schedule him for further Employment Bond Process under our Graduate Trainee Programme as per the details mentioned below.

- Akshay Topage

Process of selection is as follows:

1. Employment Bond Agreement process : Candidate is required to be present at Paramatrix Office for further discussion and to prepare the employment bond agreement on the same day

Process of preparing the Employment Bond Agreement: (Paramatrix will assist the candidate in preparing the Bond document)

- a. Step 1 : This agreement needs to be printed on legal papers (1st page on Rs. 500/- stamp paper and other pages on legal continuation sheets)
- b. Step 2 : Notarization – Rs.200/- (notary charges)
- c. Step 3 : Submit to the Paramatrix representative

2. Schedule :

Date – 02<sup>nd</sup> Dec - 07<sup>th</sup> Dec'18 (Please confirm the date of presence in advance)

Time – 11.00 am

Venue -

Paramatrix Technologies Pvt. Ltd.  
E - 102, First Floor,  
Sanpada Railway Station Complex,  
Navi Mumbai – 400705

Please carry following original documents for further Discussion:

- Two passport size photographs (Red Background must)
- Mark sheets of SSC, HSC, Graduation (All semesters excluding the last semester)

  
**Training & Placement Office**  
**College of Engineering,**  
**Pandharpur.**

• Passport or Aadhaar card as a residence proof

• PAN card colored scan copy

• Resume

Requesting for your confirmation on candidate's presence as per the above schedule

**Note :-** Selection will be subject to signing the Employment Bond.

Regards,

Jacob Azhakathu

Associate VP

**Paramatrix Technologies Pvt. Ltd.**

Cell:9820029280.

[www.paramatrix.com](http://www.paramatrix.com)

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-----**DISCLAIMER:** This e-mail message and any attachments are private communication sent by Paramatrix Technologies Pvt. Ltd. and may contain confidential, privileged information meant solely for the intended recipient. If you are not the intended recipient, you are hereby notified that any use, dissemination, distribution or copying of this communication is strictly prohibited. Please notify the sender immediately by replying to this message, then delete the e-mail and any attachments from your system. Internet communications cannot be guaranteed to be timely, secure, error or virus-free. Also, the Web/ IT/ Email administrator might not allow emails with attachment. Thus the sender does not accept liability for any errors or omissions. The views expressed in this E-mail message (including the enclosure/(s) or attachment/(s) if any) are those of the individual sender, except where the sender expressly, and with authority, states them to be the views of Paramatrix Technologies Pvt. Ltd. Before opening any mail and attachments please check for viruses, malware, etc. We (Paramatrix) do not accept any liability for infected mails. Paramatrix Technologies Pvt. Ltd. -----

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**Training & Placement Office  
College of Engineering,  
Pandharpur.**



## Letter Of Intent

Dear Akshay Topage

With reference to your application and subsequent interview, we are pleased to offer you employment with TRIA in our Business Development Dept (BDD). You are required to join on or before 25 June '2020 failing which the offer shall stand canceled.

- You are requested to submit us the following below mentioned documents to enable us to
- Copy of 10th Mark Sheet / Certificate
- Copy of 12th Mark Sheet / Certificate
- Copy of Graduation Degrees
- Copy of Additional Certificates ( in case you have)
- Copy of ID Proof (Passport / License / PAN Card/ Voter ID Card)
- 4 passport size colored photographs
- Residence Proof
- Reference Checks (From 4 unrelated people)

The detailed Offer letter will be issued to you after your joining.

We take this opportunity to extend you a warm welcome to TRIA and wish you all the best in your new assignment.

Yours Sincerely,

**Trifid Research-Investment Adviser**

Note: Confirm date of joining will be disclosed with our Joining Letter Mail



**Training & Placement Office  
College of Engineering,  
Pandharpur.**

13 November 2019

Arati Uttam Godase  
Shri Vithal Education & Research Institute's College Of Engineering

Dear Arati Uttam Godase,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A. During the training you will be given a stipend of Rs.12,000/- per month.

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

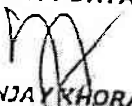
- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

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

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

Yours sincerely,  
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

  
SANJAY KHORATE  
HR SENIOR DIRECTOR

We request you to please read and sign the enclosed copy of this letter and return it by 13 Nov 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: \_\_\_\_\_  
(Arati Uttam Godase)

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

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### Annexure A

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

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

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

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

Yours sincerely,  
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED



URMIMALA SARKAR  
ASSOCIATE DIRECTOR- TALENT ACQUISITION



Date: 29<sup>th</sup> August, 2019

To,  
Mr. Bharat Sutar  
[bharatksutar@coep.sveri.ac.in](mailto:bharatksutar@coep.sveri.ac.in)

Subject: Offer Letter

Dear Mr. Bharat Sutar

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of "Programmer" in our organization.

We expect you to join on 01<sup>st</sup> June, 2020 Monday, at Pune location. (Office Address)  
Pune Office- Acty System India Pvt.Ltd, Office No 518, World Trade Center-Tower-2,  
Dholepatil Farms Rd, Kharadi, Pune, Maharashtra 411014.

*A detailed letter of appointment will be issued on joining after submission of the following:*

- Copies of your testimonials pertaining to proof of Age, Qualification, etc.
- Recent passport size photographs (5 nos.)
- Photo identity proof and address proof.
- And any other information, which you feel, should be furnished to your employer.

We are pleased to offer you CTC of Rs. 20,000/- per month. After 6 months on confirmation, bonus part would be added in your CTC and will be calculated on pro- rata basis. Increment is done once in a year but to bring you in to increment cycle, your first increment will be done effective from April, 2021.


The above offer is valid only till 31<sup>st</sup> August, 2019.

Depending on your performance, you may get confirmation letter after 6 months from your date of joining

We look forward to a mutually beneficial association.

Yours sincerely,  
For Acty System India Pvt. Ltd.

Tarun Shah  
(Authorised Signatory)  
(Vice President – Corporate Head)

  
\_\_\_\_\_  
(Candidate's Signature)





**Offer: Computer Consultancy**  
**Ref: TCSL/CT20172234851/Pune**  
**Date: 13/09/2019**

Mr. Bharat Kuber Sutar  
Sveri'S Boys Hostel No.2,  
Sveri'S College Of Engineering, Pandharpur,  
Pandharpur-413304,  
Maharashtra.  
Tel# 91-7218444579

Dear Bharat Kuber Sutar,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **₹3,36,875/-** 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/CT20172234851

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

**Training & Placement Office**  
**College of Engineering,**  
**Pandharpur.**



### 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.

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TCSL/CT20172234851

**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

Training & Placement Office  
College of Engineering,  
Pandharpur.

To,  
Gauri Ligade  
GreyAtom ID: GREYATOM232

4th February, 2020

**Subject: Offer Letter - Letter of Intent**

Dear Student,

We are pleased to inform you that you are admitted to GreyAtom's Mentorship program after the Selection Process. Commencement Date would be confirmed to you shortly.

Upon acceptance of this letter you will sign an agreement with GreyAtom that states that GreyAtom will train you for 6 months & help you get placed as a "**Web Developer - Front-end Engineering**". You will not be entitled to pay GreyAtom until you get placed with a salary of INR 4,00,000.

**Note:**

- The Student is liable to start making payments once the Student starts earning an Annual Income of **INR 4,00,000** /- or more.
- This Letter of Intent is valid for 6 weeks from the Date of Issuance
- Your Mentoring sessions will start after you have submitted a signed copy of the Income Sharing Agreement (ISA).

Please note that this letter is just to record the intent of admitting you to GreyAtom's program and not an actual employment offer and nor is it a legally binding offer/contract of employment.

The content of this letter are strictly confidential. Please treat this letter and the contents hereof as personal and confidential.

This letter is valid subject to:



1. Your age being 18 years or older.
2. You holding a Bachelor's Degree from an accredited institution.
3. You must be eligible to legally work in India for at least 1 year following graduation.
4. You must be able to pass any background checks associated with jobs.
5. You comply with the "Program Guidelines" as outlined in the agreement.

This letter is also contingent upon us working to get you a job as a Web Developer - Front-end Engineering with a salary compensation of **INR 4,00,000**. GreyAtom will train you for a period of six (6) months, including two (2) months of career service training. This duration does not include any cooling period, sabbatical or any breaks taken whatsoever.

You will be required to sign a separate agreement, by way of which you agree to obediently go through the period of training (6 months). Such agreement will also form part of your engagement terms with GreyAtom.

You will continuously be assessed during your training. If you do not complete the classroom training and the projects to our satisfaction GreyAtom owns the right to terminate your admission. Any agreement between you and GreyAtom will automatically expire if you fail to respond to this letter in writing/email on or before the end of 3 days from its date of issuance.

Your Mentoring sessions will start after you have submitted a signed copy of the Income Sharing Agreement (ISA).

We welcome you to GreyAtom family and are really excited to work with you.

For GreyAtom Edutech Private Limited	I hereby declare my intent to join
Mayuresh Shilotri	[X]
Mayuresh Shilotri - Co-founder - GreyAtom	Gauri Ligade



**Training & Placement Office**  
**College of Engineering,**  
**Pandharpur.**



28) Girija Dixit

HRD/3T/1000396867/20-21

December 28, 2020

Ms. Girija Vivek Dixit  
Sveri Girls Hostel Gopalpur New Kadadi Chawl Tembhorni Road  
Kurduwadi,  
Pandharpur-413304  
India

Ph: +91-8623096915

Dear Girija,

Welcome to Infosys!

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

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

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

Warm regards,

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

Certification signature by Richard Lobo  
<richard\_lobo@infosys.com> Validity Unknown  
Digitally signed by Richard Lobo  
Date: 2020.12.28 19:44:45 IST  
Reason: Digitally Signed  
Location: Bangalore



Training & Placement Office  
College of Engineering,  
Pandharpur.

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

HRD/1000396867/20-21

December 28, 2020

Ms. Girija Vivek Dixit  
Sveri Girls Hostel Gopalpur New Kadadi Chawl Tembhorni Road  
Kurduwadi,  
Pandharpur-413304  
India

Ph: +91-8623096915

Dear Girija,

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

Here are the terms and conditions of our offer:

### **Joining**

Your scheduled date of employment with us will be **25-Jan-2021**.

### **Location**

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

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

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

### **Training**

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



**Training & Placement Office**  
**College of Engineering,**  
**Pandharpur.**

### **Probation and Confirmation**

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

### **Leave**

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

### **Agreement**

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

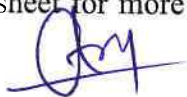
### **Compensation and Benefits**

#### **Salary**

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

#### **Training Performance - linked Incentive**

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.



### **Ex - Gratia / Bonus**

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2020-21 will be as follows:

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

### **Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

### **National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

### **Insurance**

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

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.



### **Notice Period**

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

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

### **Background Checks**

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

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

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

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

### **Other Terms and Conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.



Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2019-20. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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





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

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



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

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Girija Vivek Dixit
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
<b>MONTHLY GROSS SALARY</b>	<b>22,328</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>25,000</b>

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>	<b>26,250</b>		
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>	<b>27,500</b>		
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>	<b>30,000</b>		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

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

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





## 29) Kajal Kumbhar

Offer: Computer Consultancy  
Ref: TCSL/CT20172234975/Pune  
Date: 13/09/2019

Ms. Kajal Pitambar Kumbhar  
A/P Chale Tal: Pandharpur Dist: Solapur,  
Kumbhar Galli, Chale,  
Pandharpur-413304,  
Maharashtra.  
Tel# 91-7776801127

Dear Kajal Pitambar Kumbhar,

### Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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TCSL/CT20172234975

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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

Training & Placement Office  
College of Engineering,  
Pandharpur.

September 25, 2019

To,

Manasi Jagalpure

We are pleased to welcome you in to the Jade Global family and offer you employment with Jade Global Software Pvt Ltd as "Trainee". Based on our discussions we look forward to having you onboard on July 20, 2020. This offer is subject to you joining the organization on this date, unless otherwise extended in writing by the undersigned.

You will earn a gross salary (CTC) of INR 3,60,360/- per annum

You shall be issued an appointment letter with detailed terms of service on the date of joining. You will be governed by the rules and regulations of the company applicable to you. On the date of your joining you are requested to meet HR at 10:00am to complete the joining formalities and to obtain a detailed understanding of the rules and regulations of the company. Upon joining, you will be assigned a Supervisor who will discuss with you your Roles and Responsibilities and the Key Result Areas for your job.

Please bring originals and photocopies of the following documents at the time of joining:

- 1 Latest Pay slip from your previous organization
- 2 Photo copy of your education certificates (SSC, HSC, Graduation, other relevant certificates if any)
- 3 Passport Size Photographs, Permanent & Current Address Proofs
- 4 Photo copy of PAN Card and Passport, Blood Group details

This offer has been made based on the information furnished by you at the time of our interaction. If there is any discrepancy in the documents furnished by you, we retain the right to withdraw this offer made to you. This offer is subject to a reference check done by us and successful completion of your degree.

It is with great pleasure that we welcome you to Jade Global Software Pvt. Ltd. India. If the above is agreeable, please sign below where indicated, and keep a duplicate copy of this letter for your records or reply through email or phone in token of acceptance of this offer and indicate the exact date of your joining. Please note that this offer is valid for three days from the date of receipt. You will need to formally accept the offer within this time.

Sincerely,

For Jade Global Software Pvt. Ltd.

I accept the Offer. I will join on July 20, 2020.

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



Manisha Chavan

Senior Manager (Human Resource)

Date 25-Sep-2019



## 31) Pankaj Shinde

Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,  
Navi Mumbai - 400708, Maharashtra, India.  
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121  
www.capgemini.com/in-en

**Date: November 13, 2019**

**Ref No: HR/Campus/LO14513224/1**

**Pankaj Audumbar Shinde**  
**Sveri's College of Engineering, Pandharpur.**

### Letter of Intent ("LOI")

Dear Pankaj Audumbar Shinde,

With reference to your interview conducted by us at JJ Magdum College of Engineering, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com)

Thanking you,  
Yours Sincerely,  
**For & On Behalf of Capgemini**



**Puneet Kumra**  
**Head - Fresher Hiring**

## 32) Prajakta Sathe

To,  
Prajakta Sathe  
GreyAtom ID: GREYATOM221

4th February, 2020

### Subject: Offer Letter - Letter of Intent

Dear Student,

We are pleased to inform you that you are admitted to GreyAtom's Mentorship program after the Selection Process. Commencement Date would be confirmed to you shortly.

Upon acceptance of this letter you will sign an agreement with GreyAtom that states that GreyAtom will train you for 6 months & help you get placed as a "**Web Developer - Front-end Engineering**". You will not be entitled to pay GreyAtom until you get placed with a salary of INR 4,00,000.

#### Note:

- The Student is liable to start making payments once the Student starts earning an Annual Income of **INR 4,00,000** /- or more.
- This Letter of Intent is valid for 6 weeks from the Date of Issuance
- Your Mentoring sessions will start after you have submitted a signed copy of the Income Sharing Agreement (ISA).

Please note that this letter is just to record the intent of admitting you to GreyAtom's program and not an actual employment offer and nor is it a legally binding offer/contract of employment.

The content of this letter are strictly confidential. Please treat this letter and the contents hereof as personal and confidential.

This letter is valid subject to:



**Training & Placement Office  
College of Engineering,  
Pandharpur.**

1. Your age being 18 years or older.
2. You holding a Bachelor's Degree from an accredited institution.
3. You must be eligible to legally work in India for at least 1 year following graduation.
4. You must be able to pass any background checks associated with jobs.
5. You comply with the "Program Guidelines" as outlined in the agreement.

This letter is also contingent upon us working to get you a job as a Web Developer - Front-end Engineering with a salary compensation of **INR 4,00,000**. GreyAtom will train you for a period of six (6) months, including two (2) months of career service training. This duration does not include any cooling period, sabbatical or any breaks taken whatsoever.

You will be required to sign a separate agreement, by way of which you agree to obediently go through the period of training (6 months). Such agreement will also form part of your engagement terms with GreyAtom.

You will continuously be assessed during your training. If you do not complete the classroom training and the projects to our satisfaction GreyAtom owns the right to terminate your admission. Any agreement between you and GreyAtom will automatically expire if you fail to respond to this letter in writing/email on or before the end of 3 days from its date of issuance.

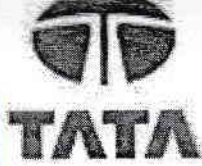
Your Mentoring sessions will start after you have submitted a signed copy of the Income Sharing Agreement (ISA).

We welcome you to GreyAtom family and are really excited to work with you.

For GreyAtom Edutech Private Limited	I hereby declare my intent to join
Mayuresh Shilotri	[X]
Mayuresh Shilotri - Co-founder - GreyAtom	Prajakta Sathe



**Training & Placement Office  
College of Engineering,  
Pandharpur.**



33) Priti Bhosale

Offer: Computer Consultancy  
Ref: TCSL/CT20182438081/Pune  
Date: 13/09/2019

Ms. Priti Vijay Bhosale  
415,  
Sarkoli,  
Pandharpur-413304,  
Maharashtra.  
Tel# 91-9960882798

Dear Priti Vijay Bhosale,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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TCSL/CT20182438081

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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

Training & Placement Office  
College of Engineering,  
Pandharpur,



September 25, 2019

To,

Rohit Kamble

We are pleased to welcome you in to the Jade Global family and offer you employment with Jade Global Software Pvt Ltd as "Trainee". Based on our discussions we look forward to having you onboard on July 20, 2020. This offer is subject to you joining the organization on this date, unless otherwise extended in writing by the undersigned.

You will earn a gross salary (CTC) of INR 3,60,360/- per annum

You shall be issued an appointment letter with detailed terms of service on the date of joining. You will be governed by the rules and regulations of the company applicable to you. On the date of your joining you are requested to meet HR at 10:00am to complete the joining formalities and to obtain a detailed understanding of the rules and regulations of the company. Upon joining, you will be assigned a Supervisor who will discuss with you your Roles and Responsibilities and the Key Result Areas for your job.

Please bring originals and photocopies of the following documents at the time of joining:

- 1 Latest Pay slip from your previous organization
- 2 Photo copy of your education certificates (SSC, HSC, Graduation, other relevant certificates if any)
- 3 Passport Size Photographs, Permanent & Current Address Proofs
- 4 Photocopy of PAN Card and Passport, Blood Group details

This offer has been made based on the information furnished by you at the time of our interaction. If there is any discrepancy in the documents furnished by you, we retain the right to withdraw this offer made to you. This offer is subject to a reference check done by us and successful completion of your degree.

It is with great pleasure that we welcome you to Jade Global Software Pvt. Ltd. India. If the above is agreeable, please sign below where indicated, and keep a duplicate copy of this letter for your records or reply through email or phone in token of acceptance of this offer and indicate the exact date of your joining. Please note that this offer is valid for three days from the date of receipt. You will need to formally accept the offer within this time.

Sincerely,

For Jade Global Software Pvt. Ltd.

I accept the Offer and will join on July 20, 2020.

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

Manisha Chavan

Senior Manager (Human Resource)

Date 25-Sep-2019

Jade Global Software Pvt. Ltd.

Nyad Tech Park, 7th Floor, D. Ambar Nagar, Near Pratima Society, Behind Nyad Meadows, Wagholi, Pune-411014  
Phone: +91-20-67081500 | Fax: +91-20-67081595 | marketing@jadeglobal.com | www.jadeglobal.com

CIN: U72200PN212PTCL142753

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirunipour Panchayat Union, Chengalppet Taluk, Karachapuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

35) Suraj Chavan

Date: November 26, 2020

**Private & Confidential**

Suraj Yashwant Chavan

A/P:- Suste, Tal:- Pandharpur, Dist:- Solapur  
A/P:- Suste, Tal:- Pandharpur, Dist:- Solapur,  
Pandharpur,  
Maharashtra,  
India - 413304

Document ID - 62c2d7ec-200a-4a95-b8cb-c6a20a4ecf99

Dear Suraj,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on December 4, 2020 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 200100 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically

1

SIGNATURE OF EMPLOYEE:

Training & Placement Office  
College of Engineering,  
Pandharpur.

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor  
of Block 3, No.33, Old Mahabalpuram Road,  
Navalur Village and Panchayat, Thiruppur Panchayat Union,  
Chengalpattu Taluk, Kancheepuram Dist.  
Chennai - 603 103, India

Worksite Coimbatore : Module 1-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL),  
Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor in Building 7,  
Survey No. 144 & 145, Samrat Ashoka Path,  
Opposite to Airport Road, Verwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.



**Training & Placement Office  
College of Engineering,  
Pandharpur.**

CIN : U72900DL2012FTC229698

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- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure A to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- Your growth in terms of role, compensation etc., in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and affected from the first day of the subsequent quarter thereafter. **Probation period & Performance Appraisal / Compensation**



3

SIGNATURE OF EMPLOYEE:

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Chennai - 603 103, India

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**Review shall be deemed to be changed with the change in position / process / function.**

- Your services during the period of probation shall be liable to be terminated giving **two month** notice or **two month** basic salary in lieu thereof without assigning any reason thereof. Likewise you will also be competent to terminate your contract of employment by giving **two month** notice. The waiver of the notice period fully or partially or acceptance of such basic salary is at the Company's sole discretion.
- The company shall be entitled to accept your prospective resignation with effect from a date earlier than the one offered by you and thus relieve you at any time during your notice period as the notice is for the benefit of the management and balance notice period can be waived at any time by the management. In such an event, however, you shall be paid basic salary for the remaining period of your notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked.
- You will be required to declare at the time of joining any direct relatives who may be working with HCL or any of its subsidiary, group, and affiliate companies, direct or indirect competitors. During your employment with **State Street HCL Services (India) Private Limited**, if any of your direct relatives are offered by HCL or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives herein include parents, spouse, brother/s, sister/s and children of the **State Street HCL Services (India) Private Limited employee**.
- On joining you will be imparted with necessary training. You are expected to meet with all the requirements in the training. In the event, you are unable to meet with the expectations; we would be constrained to terminate your services. During the training period working schedule shall be of any six days a week.
- All Employees are entitled to avail the Company Transport within the defined limits as per company's policy
- During your employment if the company identifies any negative instances/ irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy



4

SIGNATURE OF EMPLOYEE:

Training & Placement Office  
College of Engineering,  
Dandharpur.

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruponur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

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- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - and - service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.
- During your employment with the company, you will be governed by the policies, service rules and regulations of the company being in force or introduced/amended later. In this regard, a confidentiality undertaking at the time of joining and/or any other agreement that may be required from time to time will be required to be executed by you.

5

SIGNATURE OF EMPLOYEE:

CIN : U72900DL2012FTC229698

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- You shall not divulge, communicate or pass on any information, secrets directly or indirectly which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior and/or concerned person(s) of HR Department. Indulgence in such activities or any violation of this norm shall lead to termination of your employment immediately.
- You would be initially posted at **Pune(A008)**, where you are requested to report to Human Resources Group on joining. Upon joining, you will be required to sign a standard undertaking on your obligations to conform to organizational discipline, policies and norms.
- During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity. In case of defiance of this provision, Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.
- In case you absent yourself from duty for **7** days or more or extend leave at your own and without consent of management beyond originally granted leave, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the company. In such case the Company will initiate necessary action as per its policy, in that regard.
- You will be retired from service on attaining superannuation age of 55 years or earlier in case you are found physically and/or mentally unfit to work any longer or for continued ill-health as certified by the medical officer nominated by the Company.
- You are requested to submit 10 passport size photographs and the attested copies of the following documents, at the time of joining:
  - School leaving certificate / birth certificate
  - Educational qualification certificate (from 10th std onwards) along with mark sheets
  - Passport (The first 4 and the last 4 pages)
  - Relieving letter or duly accepted resignation letter from your present and previous employers
  - Salary certificate from your present and previous employers
- Please ensure to accept the Online Offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.



6

SIGNATURE OF EMPLOYEE:

CIN : U72900DL2012FTC229698

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

**Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.**

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services



Amrita Das

Vice President, Head-Global Rewards



Training & Placement Office  
College of Engineering,  
Pandharpur.



CIN : U72900DL2012FTC229698

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Navalur Village and Panchayat, Thiruponur Panchayat Union,  
Chengalpet Taluk, Kancheepuram Dist.  
Chennai – 603 103, India

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Survey No. 144 & 145, Samrat Ashoka Path,  
Opposite to Airport Road, Venwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

### DECLARATION

I, Suraj Yashwant Chavan, hereby declare that I have completely understood the contents of the instant Letter and I agree to abide by the below mentioned clauses:

1. Flexible to work in any shifts, process, Centre and location.
2. All the required documents to be submitted on the date of joining.
3. Salary will be subject to revision in case of non-submission of the required experience certificates.
  - Unsatisfactory responses from the previous employment references may lead to reduction in salary or/and termination of employment with us.
4. Non-disclosure of prior experience with HCL will lead to termination of employment.



Training & Placement Office  
College of Engineering,  
Pandharpur.

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai – 603 103, India  
 Worksite Coimbatore : Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.  
 Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.  
 Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

## Annexure II

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL	
<b>PRE-EMPLOYMENT BACKGROUND VERIFICATION</b>	
S.No.	Particulars (To be submitted to the Recruiter)
1	<b>Highest Qualification</b> - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	<b>Permanent/Current Address Proof</b> – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	<b>Previous Employer</b> – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	<b>Identity Verification</b> - Copy of valid passport and PAN card required
<b>Additional documents (To be submitted on request)</b>	
<ol style="list-style-type: none"> <li>Highest Qualification- Admit card, college and university official’s (Registrar and Director) detail</li> <li>Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer’s active address.</li> </ol>	
<b><u>Things to Remember</u></b>	
<ol style="list-style-type: none"> <li>The information provided in Resume and background verification form must be same.</li> <li>Information provided in background verification form must be accurate.</li> <li>Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).</li> <li>Any Gap in Employment or Education must be informed explicitly to the recruiter.</li> </ol>	
Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.	

List of Documents required for joining-induction day



9

SIGNATURE OF EMPLOYEE:

Training & Placement Office  
College of Engineering,  
Siddharthpur.

CIN : U72900DL2012FTC229698

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**Registered Office** : 806, Siddharth, 96, Nehru Place, New Delhi – 110 018, India.

S. No	Document Check List	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	2
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Relieving Letter/ Resignation Acceptance-FOR EXPERIENCED EMPLOYEES (With LAST WORKING DATE clearly mentioned - From Immediate LAST EMPLOYER ONLY )	1
4	PAN Card	2
5	Passport – First and last page – Name and Date of Birth Proof.	2
6	10 <sup>th</sup> Mark Sheet	1
7	12 <sup>th</sup> Mark Sheet	1
8	<b>Address Proof:</b> Any Govt. photo ID / address proof e.g. Passport, Driver's License, Voter ID card, electricity bill of last 3 months, etc. *Please note that we do not accept the Adhaar Card as ID or address proof.	2
9	Highest Qualification Mark-sheets/Degree/ PDC - For Fresher's Only	1
10	Passport Size Photographs (white background)	7

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are 0900 to 1830 IST.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following.

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, A-9, Sector-3, Noida-UP, 201301
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081

10

SIGNATURE OF EMPLOYEE:

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,Hcl It City, Sdc-01, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services   Human Resources   Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies **State street HCL Services (India) Private Limited** is governed by policies\* which are listed in corporate intranet [www.hclbpo.net](http://www.hclbpo.net).



Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai – 603 163, India
Worksite Coimbatore	: Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

**Annexure III****EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS**

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components are explained as following:

**BASIC SALARY** The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

**House Rent Allowance (HRA)** The HRA is payable maximum up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

**Advance Statutory Bonus** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

**Attendance Allowance** Attendance Allowance is payable max. up to INR.1000/- per month.

**Food Wallet** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

**Compensatory Allowance** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

**Medical Insurance** Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.



12

SIGNATURE OF EMPLOYEE:

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:**  
*Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.*  
The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

\*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.  
\*The percentage and amount is in compliance with the current PF Act.

## Gratuity

As per statutory requirements, it is employer's statutory liability to pay 15 days' Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

## Disclaimer

*You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.*

*Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.*



13

SIGNATURE OF EMPLOYEE:

Date: 19<sup>th</sup> Nov '19**Letter of Intent**Dear **Sahil Jamil Shaikh,**

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your compensation on a cost to company basis will be **Rs.306,040** (Details of which you can find below).

Client Acquisition Manager		
Grade: E1	Level: Junior Executive	Band: B2
Details of Remuneration		Annual Amount (Rs.)
Basic (Includes Employee PF Contribution)		180,000
HRA		60,320
Performance Allowance		27,480
Statutory Bonus		7,000
<b>Gross Salary</b>		<b>2,74,800</b>
Employer's Contribution for PF		21,600
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		8,640
<b>CTC</b>		<b>3,06,040</b>

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
  - Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
  - The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.
  - The notice period applicable to you would be **1 Month**.
2. This appointment will be subject to you being found medically fit.
  3. This appointment stands valid subject to your provided information about yourself, work ex, Marks & qualifications.

Received

Shaikh

Shaikh Sahil Jamil



Training & Placement Office  
College of Engineering,  
Pandharpur.

4. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.
5. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.
6. Organization is also providing food facility at the office which includes breakfast and lunch on all working days. The total cost of the facility is Rs 3000 out of which Rs 1800 is paid by employee and Rs 1200 is paid by the employer. This is a mandatory benefit for all employees.
7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **20<sup>th</sup> Nov 2019**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

**Gaurav Garg**  
**Head - HR**  
**CapitalVia Global Research Limited**

Received

Shahid

Shahid Sahil Jamil



**Training & Placement Office**  
**College of Engineering,**  
**Pandharpur.**



37) Dhanashri Kakde

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: December 23, 2020

**Private & Confidential**

Dhanshree Kakade

170, Mahadwar Road, Pandharpur  
170, Mahadwar Road, Pandharpur,  
Pandharpur,  
Maharashtra,  
India - 413304

Document ID - ef475289-07b6-43d0-bf2e-dcf49e461d04

Dear Dhanshree,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on December 21, 2020 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 200100 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically



1

SIGNATURE OF EMPLOYEE:

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor  
of Blocks 3, No.33, Old Mahaballipuram Road,  
Navalur Village and Panchayat, Thiruponur Panchayat Union,  
Chengalpet Taluk, Kancheepuram Dist.  
Chennai – 603 103, India

Worksite Coimbatore : Modula I-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL),  
Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7,  
Survey No. 144 & 145, Samrat Ashoka Path,  
Opposite to Airport Road, Venwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.



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College of Engineering,  
Pandharpur.**

2

SIGNATURE OF EMPLOYEE: